

# Iowa Commission on the Status of Women

State of Iowa  
Department of Human Rights

---



*32<sup>nd</sup> Annual Report*

**February 1, 2004**

Lucas State Office Building  
Des Moines, IA 50319  
Tel: 515/281-4461, 800/558-4427  
Fax: 515/242-6119  
[dhc.icsw@iowa.gov](mailto:dhc.icsw@iowa.gov)  
[www.state.ia.us/dhc/sw](http://www.state.ia.us/dhc/sw)

Thomas J. Vilsack, Governor Sally J. Pederson, Lt. Governor  
Charlotte Nelson, Executive Director  
Lucas State Office Building Des Moines, Iowa 50319  
Telephone: (515) 281-4461, (800) 558-4427  
E-mail: [dhc.icsw@dhc.state.ia.us](mailto:dhc.icsw@dhc.state.ia.us)  
Web Site: <http://www.state.ia.us/dhc/sw>  
Fax: (515) 242-6119



February 1, 2004

The Honorable Thomas J. Vilsack  
The Honorable Sally J. Pederson  
Members of the 80<sup>th</sup> General Assembly  
State Capitol Building  
Des Moines, IA 50319

Dear Governor Vilsack, Lieutenant Governor Pederson, and Members of the 80<sup>th</sup> General Assembly:

At the end of every year, the Iowa Commission on the Status of Women (ICSW) reviews its accomplishments.

The ICSW is proud of the past year's achievements, and pleased to present to you our 32<sup>nd</sup> Annual Report. The following pages detail the activities and programs that were carried out in 2003.

The ICSW celebrates the progress in women's rights that has been made in Iowa, and continues to address inequities, advocating for full participation by women in the economic, social, and political life of the state. In this advocacy role, as mandated by the Code of Iowa, we try to educate, inform, and develop new ideas to bring a fresh viewpoint to bear on the issues facing Iowa women and their families.

If you are interested in any of our concerns and issues, please call or write the ICSW at 515/281-4461 or [<dhc.icsw@iowa.gov>](mailto:dhc.icsw@iowa.gov), go to our website at [<www.state.ia.us/dhc/sw>](http://www.state.ia.us/dhc/sw), or stop by the Commission office in the Lucas Building, and we will be happy to discuss them with you.

On behalf of our Commissioners and the staff, I thank Governor Vilsack, Lt. Governor Pederson, and members of the General Assembly for the commitment you have shown to improving the status of women by funding our Commission and passing legislation that helps Iowa women.

We look forward to working with you in 2004.

Sincerely,

A handwritten signature in dark ink, appearing to read "Kimberly A. Painter". The signature is fluid and cursive, with the first name being the most prominent.

Kimberly A. Painter  
Chairperson

# TABLE OF CONTENTS

<b>SECTION 1: Commission .....</b>	<b>1</b>
 <b>SECTION 2: Programs and Projects .....</b>	 <b>4</b>
Economic Life .....	4
Political Life .....	6
2003 Legislative Summary .....	7
2004 Proposals .....	14
Social Life .....	22
 <b>SECTION 3: Information/Participation .....</b>	 <b>28</b>
Information .....	28
Participation .....	30
 <b>SECTION 4: Contractual Agreements .....</b>	 <b>33</b>
Iowans In Transition Grants .....	33
Violence Against Women .....	34
Challenge Grant .....	34
 <b>SECTION 5: Code of Iowa .....</b>	 <b>37</b>
 <b>SECTION 6: Iowa Administrative Code .....</b>	 <b>42</b>

## **Vision Statement**

The Iowa Commission on the Status of women (ICSW) envisions full participation by women in the economic, political and social life of the state.

## **Mission Statement**

The ICSW promotes equality for Iowa women through study and recommendations for legislative and administrative action, public information and education, and development of programs and services.

## **Core Function**

Advocacy

## SECTION 1: Commission

*The Iowa Commission on the Status of Women (ICSW) is a state agency that seeks to assure equality for Iowa women. The ICSW advocates for Iowa women, working to equalize their opportunities and to promote full participation by women in the economic, political, and social life of the state. Established in 1972 by the Iowa Legislature, the ICSW is composed of nine citizens appointed by the Governor and confirmed by the Senate. Two members of the Senate, two members of the Iowa House of Representatives, and the Director of the Department of Human Rights serve ex-officio.*

### 2003 COMMISSION

*Commission terms for citizen members and legislators are four years.*

#### Citizen Commissioners

**Judge Brown, Jr.**, Fort Dodge

term expires April 30, 2004

**Vicki Brown, Treasurer**, Oskaloosa

term expires April 30, 2006

**Francis Giunta**, Dubuque

term expires April 30, 2004

**Holly Mennen-Sagar**, Mason City and Des Moines

term expires April 30, 2004

**Shawn Mullen, Vice-Chair**, Des Moines

term expires April 30, 2004

**Sue B. Mullins**, Corwith

term expires April 30, 2006

**Kimberly Painter, Chair**, Iowa City

term expires April 30, 2004

**Matthew Wissing**, Davenport

term expires April 30, 2006

**Kathryn Baumann-Reese, ex officio**,

Acting Department of Human Rights Director  
(served January through March)

**Dr. Ruth White, ex officio**,

Department of Human Rights Director  
(served from April through December)

#### Legislative Commissioners, *ex officio*

**Representative O. Gene Maddox**, Clive

term expires December 31, 2006

**Representative Mary Mascher**, Iowa City

term expires June 30, 2004

**Senator Jack Holveck**, Des Moines

term expires December 31, 2005

**Senator Maggie Tinsman**, Davenport

term expires December 31, 2005

#### Commission Meetings

The ICSW meets at least six times a year. All meetings are accessible and open to the public. 2003 meetings were:

##### February 20

State Historical Building, Des Moines

##### April 8

Telephone Conference Call

##### June 3

China One International Buffet, Des Moines

##### August 23

Younkers Tea Room, Des Moines

##### October 8

Urbandale Public Library, Urbandale

##### December 2

Lucas State Office Building, Des Moines

---

## Section 1

---

### 2003 Committees

#### Executive Committee

Kimberly Painter, Chair  
Shawn Mullen, Vice Chair  
Vicki Brown, Treasurer

#### Finance

Vicki Brown, Chair  
Shawn Mullen  
Matt Wissing

#### Friends of the Iowa Commission on the Status of Women Board of Directors

Kimberly Painter  
Shawn Mullen  
Vicki Brown  
Judge Brown  
Holly Mennen-Sagar  
Suzanne O'Dea Schenken, President  
Michelle Durand-Adams, Treasurer  
Janis Anderson

#### Iowa Women's Hall of Fame

Judge Brown, Chair  
Kimberly Painter, *ex officio*  
Holly Mennen-Sagar  
Shawn Mullen  
Beverly Bunker  
Julie Ripper

#### Iowans in Transition Grant Reviews and Selection

Vicki Brown, Chair  
Angie Jameson  
Lorie McCormick  
Joan Moll  
Charlotte Nelson  
Kathy Nesteby  
Jule Reynolds

#### Nominating Committee

Francis Giunta, Chair  
Sue Mullins

#### Legislative

Matt Wissing, Chair  
Francis Giunta  
Sue Mullins  
Vicki Brown  
Senator Jack Holveck  
Senator Maggie Tinsman  
Representative Gene Maddox  
Representative Mary Mascher

#### Program and Planning

Francis Giunta, Chair  
Judge Brown  
Sue Mullins

#### Public Information

Shawn Mullen, Chair  
Francis Giunta  
Holly Mennen-Sagar  
Matt Wissing

#### Staff Members

**Executive Director:** Charlotte Nelson has served as administrator of the Division on the Status of Women within the Department of Human Rights since her appointment by the Commission and Governor Branstad in February 1985. She was reappointed by the Governor Branstad in 1991 and 1995 and by Governor Vilsack in 1999 and 2003.

**Administrative Assistant 2:** Ellen Failor assumed this position in October 1990.

**Program Planner 2:** Lori M. SchraderBachar, coordinator of publications and special projects, has served since August 1999.

**Challenge Grant Appointment:** Kathy Nesteby assumed the position in November 2002.

**Interns:** Pamela Dewey, University of Iowa, worked during the summer creating a 2004 Iowa Women's History calendar.

---

## Section 1

---

### Funding History

Funding for the Iowa Commission on the Status of Women is awarded annually by the General Assembly and Governor. A review of the state appropriation over several years, including pass-through grants, is as follows:

<u>Fiscal Year</u>	<u>Appropriation</u>	<u>Operating Budget</u>
FY 1998	\$328,900	\$161,125
FY 1999	\$335,804	\$168,029
FY 2000	\$419,505	\$187,531
FY 2001	\$426,464	\$185,964
FY 2002	\$400,996*	\$203,996
FY 2003	\$333,415*	\$191,392
FY 2004	\$337,918*	\$205,918

\*Reductions resulted in an actual FY 2002 budget of \$398,426, FY 2003 budget of \$327,392 and FY 2004 budget of \$329,530.

### Income Statement

<u>Revenue</u>	<u>FY 2003 Actuals</u>	<u>FY 2004 Budget</u>
State Appropriation	\$327,292.00	\$329,530.00
Sales	148.50	100.00
Equal Pay Day Support	400.00	--
Calendar Support	--	950.00

<u>Expenses</u>		
Personnel Services	\$164,285.56	\$179,666.00
In-State Travel	3,348.31	4,000.00
Out-of-State Travel	385.22	--
Office Supplies	6,095.58	3,500.00
Equipment Maintenance	244.53	40.00
Other Supply	571.80	302.00
Printing	2,405.90	3,500.00
Postage	<i>included in office supplies</i>	2,000.00
Communication	2,997.70	2,400.00
Rentals	124.50	100.00
Outside Services	145,318.62	132,000.00
Advertising/Publicity	35.00	--
Reimburse IDOP	123.12	72.00
ITS Reimbursement	1,859.71	1,700.00
DP Non-Inventory	44.95	350.00

## Section 2: Programs and Projects

*The Iowa Commission on the Status of Women (ICSW) works on numerous projects and programs in seeking to advance the status of women in the economic, political, and social life of the state. It collects employment related information and works toward pay equity; monitors legislation and strives to equalize women's participation in policy-making positions in the government and private sectors; and recognizes Iowa leaders through the Iowa Women's Hall of Fame, the Write Women Back Into History Essay Contest, and the Cristine Wilson Medal for Equality and Justice.*

### ECONOMIC LIFE

*The ICSW strives to improve Iowa women's tenuous economic status by conducting various employment-related programs and studies to assist women statewide to work to achieve pay equity.*

In 1999, Iowa women made just 73 cents for every \$1 men made. Sixty-four percent of women made \$25,000 or less, while 67 percent of men made \$25,000 or more. This wage disparity reflects the occupational choices of males and females, the

wage differences between male- and female-dominated jobs, and the gender pay gap that exists in many of the same occupations.

Both women's and men's wages would rise if wage discrimination were corrected. Workers, whether men or women, in female-dominated jobs—such as receptionists, secretaries, nurse aides, and child care providers—are paid less than workers in similar jobs not dominated by women.

Differences in pay scales among occupations that are dominated by one gender or the other contribute to pay inequities as seen in the graph below.

#### CONCENTRATION OF WORKERS IN JOBS, IOWA, 2002\*

OCCUPATION	%MALE	AVERAGE HOURLY WAGE	OCCUPATION	%FEMALE	AVERAGE HOURLY WAGE
1) Bus/Truck Mechanic	99.6%	\$14.94	1) Dental Hygienist	99.1%	\$23.74
2) Heavy Vehicle Mechanic	99.3%	\$15.44	2) Dental Assistant	99.0%	\$12.88
3) Mechanic/Repairer	99.2%	\$10.48	3) Pre-K/Kindergarten Teacher	98.7%	\$11.08
4) Cement Mason/Finisher	99.2%	\$13.33	4) Secretary	97.7%	\$12.52
5) Automobile Mechanic	98.8%	\$13.48	5) Child Care Worker	96.8%	\$ 7.13
6) Construction Supervisor	98.6%	\$20.66	6) Registered Nurse	95.7%	\$19.12
7) Plumber	98.5%	\$17.64	7) Licensed Practical Nurse	95.4%	\$13.55
8) Carpenter	98.4%	\$14.73	8) Paralegal/Legal Asst.	95.1%	\$17.31
9) Electrical Worker	98.3%	\$21.66	9) Hairdresser/Cosmetologist	95.1%	\$10.54
10) Brickmason	98.0%	\$19.38	10) Typist	94.9%	\$11.55

**\*Ten jobs held primarily by women pay an average of \$13.94 an hour, compared to \$16.17 paid by ten jobs held primarily by men—a difference of \$2.23 per hour, or \$89.28 per week.**

This graph and others can be found in the *2003 Status Report, 8th Edition*



---

## Section 2

---

### **Wage/Benefits Studies**

**Wage Survey:** In 1993, the ICSW initiated a Department of Employment Services study on gender-wage disparity in Iowa. That report revealed, among other things, that Iowa women, on average, made 68 cents per dollar that Iowa men made. In 1999, the ICSW requested that Iowa Workforce Development conduct research to replicate the 1993 study. The results of the updated study, released in 2000, showed that women, on average, earned 73 cents per dollar that Iowa men made. The study also found that 64 percent of women earned annual wages of \$25,000 or less, while 67 percent of males earned \$25,000 or more. Nationally, women earned 76 cents for every dollar a man made in 2002.

**Iowa Certified Nursing Assistant Wage and Benefits Survey:** A statewide wage and benefits survey of Iowa Certified Nurse Assistants (CNAs) was released in June 2001, showing that Iowa CNAs are underpaid – almost three-fourths earn less than \$10 per hour. Cosponsored by a number of organizations and state agencies in collaboration with the ICSW, the study revealed that 94 percent of CNAs are female. Although 77 percent of CNAs are offered health care insurance, 41 percent cannot afford the cost.

**Contingency Workers Study:** The ICSW initiated a study of contingency workers' wages with Boddy Media Group in late 2000. The study, which was released in December 2001, reported the impact on women of contingency jobs, such as temporary, part-time, and contractual work, usually with few or no benefits and no job security. It found that two-thirds of Iowa's contingency workers are female. A typical contingency worker is most likely to be urban, single, parenting pre-school age children, have no more than a high-school education and work in sales/marketing. Forty-one percent earn \$10.99 per hour or less and 57 percent receive no benefits.

**Follow-up to *Employees' Wages and Benefits: Domestic Violence and Sexual Assault Projects 1997 Report and Recommendations*:** In 1997, the ICSW conducted a study of the wages and benefits of employees in domestic violence/sexual assault projects (dv/sa) across the state. The study revealed significantly low wages across the board, with many employees living at, below, or barely over the poverty line. Because of the increase over the past several years in federal and state monies available to dv/sa projects, the ICSW made, in its report on the study, wage recommendations for specific job descriptions, using comparable jobs in state government as a comparison. The response was overwhelming. In a 1998 ICSW follow-up to the study, the Commission's study was credited for approximately \$112,000 in pay increases in dv/sa jobs statewide. This study and follow-up survey continue to be distributed and influence wages and benefits for employees in dv/sa projects not only in Iowa but across the United States.

### **Pay Equity Initiatives**

**Equal Pay Day:** The ICSW commemorated Equal Pay Day on Tuesday, April 16, 2003, which symbolized the day when women's wages catch up to men's wages from the previous week. Because women earn less, on average, they must work nearly seven days to earn what the average man would earn in five. On April 12, 2003, the ICSW cosponsored a statewide ICN event. Roberta Till-Retz, Ph.D., of the University of Iowa Labor Center was the featured speaker. Other cosponsors of the event were AFSCME, American Association of University Women—Iowa, Business and Professional Women of Iowa, Chrysalis Foundation, Iowa Federation of Labor AFL-CIO, Iowa Women's Foundation, League of Women Voters of Iowa, and Women's Resource and Action Center. In addition to the ICN event, the ICSW distributed a press release regarding Equal Pay Day.



---

## Section 2

---

### Publications

#### ***How to Get Your Bearings - How to Get a Job:***

The guide, for Iowa women who are looking for a job or who are seeking a better job, includes information on how to write a resume, conduct an interview, obtain personal counseling if needed, fix a car, find housing, etc. Containing one-third more information than previous editions, the guide, revised by Dr. Judith Anne Conlin, is distributed primarily through the displaced homemaker programs and Family Development and Self-Sufficiency programs across the state. Funding for the guide was provided by Iowa Workforce Development and the Carl D. Perkins Applied Technology and Vocational Education Act.

### Videos

#### ***Exploring Nontraditional Occupations for Women: Is This Job for You?:***

This informative 12-minute video (also available with closed captioning) illustrates Iowa women in nontraditional occupations with an emphasis on the skilled trades, apprenticeship and vocational-technical careers. The video is available for both loan and purchase.

#### ***Show Me The Money: Paycheck Negotiation Workshop: Paycheck Negotiation Workshop:***

In order to help address wage disparity, a paycheck negotiation workshop was held in November 2001 to give women the tools to negotiate for higher compensation when they are offered employment or at an annual/performance review. The workshop, Show Me The Money, consisted of a panel presentation, role playing, pension planning and a question and answer session. A video of the workshop was produced and is available to borrow free of charge.

### POLITICAL LIFE

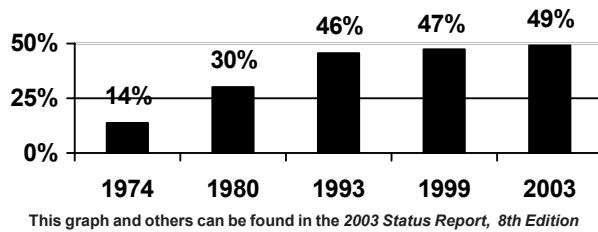
***While the ICSW works hard at eliminating the “sticky floor”--women who are stuck in low-paying jobs with few benefits and opportunities for advancement--it also recognizes the need to break the “glass ceiling” in government and private sector policy-making positions. In addition, the ICSW annually researches, submits, and advocates for a program of Proposals to the Governor and General Assembly. It also follows legislation pertinent to women and, in particular, those bills that relate to its Proposals. The Executive Director of the ICSW is registered as a lobbyist to the Iowa Legislature and Executive Branch.***

### Roster of Qualified Women

In 1970, the Governor's Commission on the Status of Women assumed responsibility for developing a roster of Iowa women qualified for appointments to paid and volunteer positions on state boards and commissions. When the Commission was made statutory in 1972, it continued to develop the roster and to submit names for the Governor's consideration in making appointments. Appointment resume forms are provided upon request; they include biographical information, educational background, work experience, organizations, and information on areas of interest. Each year it advertises the availability of appointment resumes in the *IoWoman*, the Friends of ICSW newsletter that is sent to 8,500 organizations and individuals statewide. The Roster of Qualified Women has contributed significantly to the expanding role of women in government. Since the need was perceived and the Roster was developed, the number of appointments of women has increased dramatically. Since 1987, gender balance on boards and commissions has been mandated, a legislative change for which the Commission advocated.

## Section 2

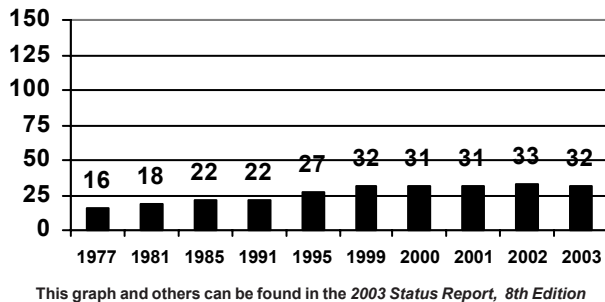
**Figure 6.1**  
**PERCENTAGE OF FEMALES ON**  
**STATE BOARDS AND**  
**COMMISSIONS, IOWA, 1974-2003**



### Women in Public Office

Since the first year in which a woman was elected to the Iowa General Assembly in 1929, the total percentage of women legislators has increased from .6 percent to 21.3 percent in 2003.

**FEMALES IN THE GENERAL**  
**ASSEMBLY, IOWA, 1977-2003**



Even with this increase, women, who total 50.9 percent of Iowa's population, represent about one-fifth of the General Assembly. Seven women served as Senators, while 25 served as Representatives in 2003. Only four women of color have served in the Iowa General Assembly. Furthermore, few Iowa women have served as elected state officials. No females have ever been elected Governor or U.S. Senator or Representative.

In the November 2002 elections, 69 women filed papers to run for state office and two ran for Congress. Of those, 32 won the election (7 in the Senate and 25 in the House). Neither woman running for Congress won.

**FEMALE ELECTED OFFICIALS**  
**IOWA, THROUGH OCTOBER 2003**

OFFICE	# OF MALES	# OF FEMALES
Governor	39	0
Lieutenant Governor	41	3
Secretary of State	25	3
Treasurer	25	0
Auditor	30	0
Secretary of Agriculture	13	1
Attorney General	31	1

This graph and others can be found in the 2003 Status Report, 8th Edition

### Legislative Summary

Following is a summary of 2003 legislation tracked by the ICSW following the 2003 Proposals to the Governor and the General Assembly.

Charlotte Nelson was confirmed on April 15, 2003 in the Iowa Senate as Administrator of the Division on the Status of Women.

**SCR9** and **HCR17** declared March observed as Women's History Month (both laid over Rule 25)

**SR30** requires the State Board of Examiners for Nursing Home Administrators consider the development of rules allowing an individual with a four-year degree in either health, business, or human services who has passed the national administrator board examination to obtain a one-year temporary nursing home administrator license and to work under the supervision of a licensed nursing home administrator while obtaining a permanent license.

**SR31** and **HR44** congratulates the University of Northern Iowa Panthers Women's Volleyball Team, Head Coach Bobbi Petersen, and the coaching staff on their successful season

**HF27** congratulates Stephanie A. Moore on her service as Miss Iowa.

## Section 2

**HR32** requests the government oversight committee of the house of representatives to study nurse staffing levels and mandatory overtime practices involving nurses during the 2003 legislative interim and to make recommendations for legislative action in 2004.

### **ICSW PRIORITY**

**HF417** provides training for certified nurse aide shall be increased from 75 to 90 hours.

3/4/03 State Government

**HF588** provides a nurse aide training and competency evaluation program shall consist of at least 90 clock hours; a minimum of 12 hours of continuing education annually in order to maintain that certification.

3/17/03 State Government

### **ICSW OPPOSED**

**SF411** (formerly SSB1056) established that a party may divorce only upon proof of any of the following:  
a. adultery. b. a felony/sentenced to imprisonment. c. abandoned the matrimonial domicile for a period of one year and refuses to return. d. physical or sexual abuse the party seeking the order or dissolution or a child of one of the parties. e. living separate and apart continuously without reconciliation for a period of two years.

3/13/03 Human Resources recommended passage

4/17/03 Re-referred to Human Resources

### **ICSW SUPPORTED**

**SR18** requests that the Legislative Council establish an interim committee to review the economic, fiscal, and social impact of the establishment of a living wage in Iowa.

2/26/03 Rules & Administration

### **ICSW SUPPORTED**

**SSB1071** and **HSB117**: Child Care Employee Benefits Act: provides tax incentives to businesses that make expenditures to provide child care benefits to its employees

### **ICSW SUPPORTED**

**HF227** requires registration if a person provides child care to a child for more than four hours per day on a regular basis; DHS will develop standards for providing qualifications and training, program quality, and provider history of compliance with standards, capacity, fire safety, and other requirements. (Under current law, a child care home may provide child care to five or fewer children at any one time with registration as optional; also requires registration if providing care to six or more children at any one time.)

3/17/03 Human Resources recommended passage

### **ICSW SUPPORTED**

**HF655** continues the displaced homemakers/Iowans in Transition program grants through the ICSW.

### **ICSW SUPPORTED**

**SF254** provides that a person or employer shall not discriminate in providing compensation for work of comparable worth between jobs predominately held by women and men. The bill defines “comparable worth” as being the value of work as measured by the skill, responsibility, and working conditions involved in performing the work. A violation of this provision constitutes a simple misdemeanor.

3/4/03 Business & Labor Relations

**SF255** creates a new Code chapter 91F.1 governing wage discrimination and makes it unlawful for an employer to pay wages that discriminate between employees based on sex, race, or national origin unless the differences are due to a valid factor unrelated to sex, race, or national origin. The bill requires employers to provide employees with information on how the employee’s wage is calculated annually. The bill also requires employers to maintain records concerning wages paid to employees. The bill also makes it unlawful for an

---

## Section 2

---

employer to take action against a person exercising their rights pursuant to this new chapter; and permits an affected employee to maintain an action against an employer who violates this chapter and to obtain damages, seek an injunction, and be awarded witness and attorney fees and costs. The bill also permits employees to maintain an action on behalf of other employees. In addition, the labor commissioner is granted the authority to resolve complaints arising out of this chapter and to maintain a civil action for monetary and equitable relief on behalf of employees.

3/4/03 Business & Labor Relations

**HF451** creates chapter 91F.1 governing wage discrimination; provides that an employer shall not pay wages that discriminate between employees based on sex, race, or national origin unless the differences are due to a valid factor unrelated to sex, race, or national origin.

3/5/03 Commerce, Regulations & Labor

### **ICSW SUPPORTED**

**HF163** Phase I establishes a minimum annual salary and a formula for distribution of state moneys to assist school districts in meeting the minimum salary requirement; phase II provides state aid for general salary increases; and phase III distributes moneys to assist in the development of performance-based pay plans and supplemental pay plans requiring additional instructional work assignments.

2/11/03 Education

### **ICSW PRIORITY**

**HF29** raises Iowa's hourly minimum wage to \$5.65 on 1-1-2004, and to \$6.15 on 1-1-2005. The state hourly minimum wage for employees serving a 90-day training period is raised to \$5.15 on 1-1-2004, and to \$5.65 on 1-1-2005. (\$5.65 full-time is an annual salary of \$11,752 while \$6.15 full-time is an annual salary of \$12,792. The new federal poverty guidelines released 2/7/03 list a parent with one child in poverty at \$12,120 annual income.)

1/23/03 Commerce, Regulation & Labor

**SF419** provides that Iowa's hourly minimum wage rate will always be \$1 more than the federal minimum wage.

3/17/03 Business & Labor Relations

### **ICSW OPPOSED**

**SF159** abolishes the targeted small business financial assistance program.

2/20/03 Economic Growth

### **ICSW SUPPORTED**

**HF119** provides that it is an unfair employment practice under the Iowa civil rights act to discriminate against any employee or applicant for employment because that person has exercised the person's rights under the federal Family and Medical Leave Act.

2/6/03 Commerce, Regulation & Labor

**SF214** reads the same as HF119

3/3/03 Business and Labor

### **ICSW PRIORITY**

**SF33** defines "sexual orientation" exactly like **SF105**; cosponsors were added and a different Senate committee was assigned to process the second bill.

1/22/03 State Government

**SF105** defines "sexual orientation" and prohibits discriminatory employment, public accommodation, housing, education, and credit practices based upon a person's sexual orientation. However, the bill does allow for the imposition of qualifications by bona fide religious institutions based upon sexual orientation if related to a bona fide religious purpose.

2/10/03 Human Resources

**HF270** defines "sexual orientation" and prohibits discriminatory employment, public accommodation,

---

## Section 2

---

housing, education, and credit practices based upon a person's sexual orientation.

2/21/03 Judiciary

### **ICSW SUPPORTED**

**HF540** provides for the development of pilot projects for health insurance for individuals and group health insurance for small employers and nonprofit entities.

3/13/03 Commerce, Labor & Regulation

### **ICSW SUPPORTED**

**HF136** adds benefits to the health program benefit package of the healthy and well kids in Iowa program including care coordination, dental services, mental health and substance abuse benefits, institution services, occupational therapy services, and case management for children with special health care needs.

2/6/03 Human Resources

2/19/03 fiscal note

### **ICSW SUPPORTED**

**HF325** provides for increasing coverage for children under the healthy and well kids in Iowa (hawk-i) program to 300 percent of the federal poverty level.

2/26/03 Human Resources

### **ICSW SUPPORTED**

**HF384** directs the Supreme Court, in cooperation with DHS, to determine the feasibility of utilizing coverage under the hawk-i program to fulfill the medical support obligation of parents to a dependent under a medical support order.

3/4/03 Human Resources

### **ICSW SUPPORTED**

**HF472** continues funding statewide chlamydia screening and treatment at \$50,000.

### **ICSW SUPPORTED**

**HF97** (Holly's bill) required coverage for physician-recommended mammograms every six months for

women with a family history of breast cancer. (withdrawn 3/18/03) - see HF543

**HF543** relates to notice provisions for the external process for health care coverage decisions under Code chapter 514J. The bill adds a requirement that the phone number for an insured to obtain more information about the external review process be printed on the insured's insurance card, and be posted in a prominent place in health care facilities.

3/18/03 passed House 99/0

4/10/03 Senate Commerce recommended passage w/amendment

**SA3196** amended HF543 to read as follows: A policy or contract providing for third-party payment or prepayment of health or medical expenses shall provide minimum mammography examination coverage, including, but not limited to, the following classes of third-party payment provider contracts or policies delivered, issued for delivery, continued, or renewed in this state. Specifically: one baseline mammogram for any woman who is thirty-five through thirty-nine years of age, or more frequent mammograms if recommended by the woman's physician and a mammogram every year for any woman who is fifty years of age or older, or more frequently if recommended by the woman's physician. The commissioner of insurance shall adopt rules necessary to implement this.

4/30/03 passed Senate 50/0 with amendment SA3196

5/1/03 passed House 95/0

5/16/03 signed by Governor

### **ICSW SUPPORTED**

**HF667** continues to fund \$1.2 million for family planning services.

### **ICSW OPPOSED**

**SSB1055** Woman's Right to Know Bill



## Section 2

### **ICSW OPPOSED**

**HF111** specifies criteria in the awarding of grants or contracts relating to family planning and reproductive health services to those that engage in the LEAST number of abortions

2/5/03: Human Resources

### **ICSW PRIORITY**

**HF667** funds \$1.3 million for grants awarded to pregnancy prevention programs, which are comprehensive in scope and are based on existing models demonstrating positive outcomes.

### **ICSW SUPPORTED**

**SF127** establishes a special breast cancer awareness motor vehicle registration plate bearing a processed emblem with an image of a pink ribbon signifying breast cancer awareness, and appropriating fees (\$35/25) from such plates for breast cancer screening through the Susan G. Komen Foundation or similar organization

2/26/03 passed Senate 49/0

3/6/03 passed House 95/0

3/12/03 signed by the Governor

### **ICSW SUPPORTED**

**HF667:** If the federal centers for Medicare and Medicaid services approve a waiver request from DHS, then DHS shall provide a period of 24 months of guaranteed eligibility for medical assistance family planning services, regardless of the change in circumstances of a woman who was a medical assistance recipient when a pregnancy ended.

### **ICSW PRIORITY**

**HF627** (formerly HSB288) mental health parity bill

3/18/03 House placed on calendar

4/14/03 Re-referred to Human Resources

**SF232** (also HSB48) mental health parity bill

3/3/03 Commerce

**HF63** mental health parity bill

1/28/03 Commerce, Regulation & Labor

**SF227** mental health parity bill

3/3/03 Commerce

**SF243** mental health parity bill

3/4/03 Commerce

### **ICSW SUPPORTED**

**HF104** requires third-party payors of health or medical expenses to provide coverage for screening tests for women who are at risk for ovarian cancer.

2/6/03 Commerce, Regulation, Labor

### **ICSW SUPPORTED**

**HF598** DIVISION I – conditional discharge for drug-related offenses. DIVISION II – eighty-five percent sentence reopenings. DIVISION III – reclassification of certain felony offenses. maximum term of confinement changed for certain class “b” felonies. class “c” felonies reclassified as class “d” felonies. class “d” felonies reclassified as class “e” felonies. class “d” felonies reclassified as class “f” felonies

4/10/03 introduced by Judiciary; placed on calendar under unfinished business

4/23/03 substituted SF422 and on 4/24/03 was withdrawn

**SF422** amends the 85% mandatory minimum law, to move up eligibility for parole. An offender may be eligible for parole after serving at least 70% of the maximum sentence, rather than 85%. County attorneys may reopen cases in which offenders have been sentenced to serve a minimum of 85% of their total sentence. The sentencing legislation enacted in 2001, which provided the court the authority to prescribe a specific term of incarceration, is repealed. Also aligns the penalties for crack and powder cocaine more closely (from 100:1 to a 10:1 ratio) making the cocaine laws tougher.

4/8/03 passed Senate 47/3

4/23/03 passed House 72/26

## Section 2

4/28/03 passed Senate 49/0  
4/29/03 passed House 70/29  
5/30/03 signed by Governor

**HF569** relating to criminal sentencing and procedure by changing the penalties for certain offenses involving a substance containing cocaine base, creating a criminal offense of robbery in the third degree, expanding the applicability of the intermediate criminal sanctions program, changing the parole and work release eligibility of a person serving a sentence that requires the maximum accumulation of earned time credits of fifteen percent of the total term of confinement, creating a community-based corrections advisory board, and providing a penalty.

3/14/03 Public Safety

### **ICSW PRIORITY**

**HF402** makes restoration of the right to register to vote and to vote automatic upon a person's release from probation, parole, or work release, or upon completion of the person's term of confinement and upon the person making full restitution, including completion of a community service requirement.

3/13/03 State Government Committee  
recommended passage

**HF178** makes restoration of the right to register and to vote automatic upon a person's release from probation, parole, or work release, or upon completion of the person's term of confinement.

2/12/03 State Government:

**SF311** makes restoration of the right to register to vote and to vote automatic upon a person's release from probation, parole, or work release, or upon completion of the person's term of confinement.

3/6/03 State Government

### **ICSW SUPPORTED**

**HF249** increases the penalty of the criminal offenses related to flunitrazepam (referred to as the "date

rape" drug) from misdemeanor to a class "D" felony for manufacturing, delivering, possessing with the intent to manufacture or deliver, or conspiring to manufacture, deliver, or possess with the intent to manufacture or deliver flunitrazepam. An aggravated misdemeanor is punishable by confinement for no more than two years and a fine of at least \$500 but not more than \$5,000. A class "D" felony is punishable by confinement for no more than five years and a fine of at least \$750 but not more than \$7,500.

3/4/03 passed House 97/0  
3/31/03 passed Senate 50/0  
4/9/03 signed by Governor

### **ICSW SUPPORTED**

**SF402** adds use of an object to penetrate the genitalia or anus of another person as a class C felony; and allows in a criminal prosecution in which a defendant has been charged with sexual abuse, evidence of the defendant's commission of another sexual abuse is admissible and may be considered for its bearing on any matter for which the evidence is relevant.

3/25/03 passed Senate 48/1  
4/22/03 passed House 98/0 w/amendment  
4/23/03 passed Senate 50/0  
5/16/03 signed by Governor

### **ICSW OPPOSED**

**HF206** increases the child age from 12 to 16 years for mandatory reporting of suspected child sexual abuse perpetrated by a person other than the person responsible for the care of the child; adds clergy member to the list of mandatory reporters. (ICSW opposes the bill because of concern that many young adolescents would simply seek no assistance and consult with no one, rather than risk being reported to DHS) and law enforcement.

2/26/03 passed House 76/22  
4/21/03 passed Senate 33/12  
5/30/03 vetoed by Governor



## Section 2

### **ICSW SUPPORTED**

**HF561** provides that a person who knowingly views, photographs, or films another person for the purpose of arousing or gratifying the sexual desires of any person while the other person is in a state of full or partial nudity, commits invasion of privacy under certain circumstances. A person commits invasion of privacy, if the person being viewed, photographed, or filmed does not consent or is unable to consent to being viewed, photographed, or filmed, the person is in a state of full or partial nudity, and the person has a reasonable expectation of privacy. The bill defines “full or partial nudity” to mean showing of genitals, pubic area, buttocks, or female nipple. A person who commits invasion of privacy is guilty of a serious misdemeanor. A serious misdemeanor is punishable by confinement for no more than one year and a fine of at least \$250 but not more than \$1,500.

3/24/03 passed House 96/0

3/25/03 Senate Judiciary

**HF548** added sexual assault curriculum as a minimum study requirement for law enforcement training schools. (minimum course of study already included requirements for domestic abuse and crime victim assistance organizations).

3/18/03 passed House 99/0

4/8/03 passed Senate 46/0 w/amendment

4/21/03 passed House 100/0

4/28/03 signed by Governor

### **ICSW SUPPORTED**

**HSB304** increases from 5 percent to 10 percent the amount of the state’s portion of real estate transfer tax collected for the shelter assistance fund.

### **ICSW SUPPORTED**

**SF458** creates a state housing trust fund to be administered by the Iowa Finance Authority. It consists of: 1) any assets received by the authority from the Iowa housing corporation; 2) any monies transferred by the authority; and 3) any other monies

appropriated from the general assembly. Currently in the Infrastructure budget, there is an \$800,000 appropriation for the creation of a housing trust fund. The provision creates a local housing trust fund account and a project-based housing account within the housing trust fund. Of the assets appropriated in the housing trust fund account, 60% shall be allocated to the local housing trust fund and 40% shall be allocated to the project-based housing account. Approved local housing trust funds must have all of the following: 1) a local governing board; 2) housing assistance approved by the authority; 3) sufficient administrative capacity; and 4) a local match approved by the authority. An award from the local housing trust fund account cannot exceed 10% of the balance of the account at the beginning of the fiscal year plus 10% of any deposits made during a fiscal year. By December 31 of each year, a local housing trust fund receiving monies from the local housing trust fund program shall submit a report to the authority itemizing expenditures of the awarded monies.

5/1/03 passed Senate 27/22

5/1/03 passed House 93/5

5/30/03 signed by Governor

### **APPROPRIATION BILLS**

**HF655 - STATUS OF WOMEN DIVISION -** For salaries, support, maintenance, miscellaneous purposes, including the Iowans in transition program, and the domestic violence and sexual assault-related grants, and for not more than three full-time equivalent positions: \$ 330,852

3/25/03 passed House 54/43

4/8/03 passed Senate 33/17

4/21/03 passed House 55/45

5/30/03 signed by Governor

**SF439** Departments of Corrections and Justice appropriation

1) allows 216 FTES and \$12,260,590 for the ICIW in Mitchellville; and \$1,138,166 for education (high school equivalency and adult literacy priorities) in all the prisons.

## Section 2

- 2) no separate line item for Legal Services Grants Program
- 3) no separate line item for restoration of funding for domestic violence and sexual assault programs
  - 4/8/03 passed Senate 49/0
  - 4/16/03 passed House 100/0 w/amendment to strike \$138,166 from education (leaving \$1M)
  - 4/17/03 passed Senate 31/19
  - 4/17/03 motion filed to reconsider
  - 5/1/03 motion to reconsider vote failed
  - 5/23/03 signed by Governor

### **HF667** Departments of Human Services and Public Health appropriation

- 4/10/03 passed House 60/37
- 4/22/03 passed Senate 29/21
- 4/22/03 motion filed to reconsider
- 5/1/03 motion to reconsider vote failed
- 5/23/03 item vetoed by Governor
- 5/23/03 signed by Governor

### **Public Hearing**

At a public hearing each fall, the ICSW listens to organizations, agencies, and individuals express their legislative concerns regarding women. From that hearing, the ICSW Legislative Committee and staff meet to develop a slate of proposals used as the foundation for the next year's advocacy efforts along with recommendations from previous years.

The 2003 public hearing was held on October 8 in Urbandale. Announcements requesting testimony were sent to statewide media outlets, women's organizations, and state agencies.

Twenty-three individuals/organizations testified. Deanna Brickels, Child & Family Policy Center, spoke about welfare reform. Speaking on women's health issues were Jodi Tomlonovic, Family Planning Council of Iowa; and Karen Kubby, Emma Goldman Clinic. Jana Olson, Iowa Gender-Specific Services Task Force; Maja Rater; Vicki Place, Iowa Friends of Legal Services; Marvin Van Haaften, Governor's Office of Drug Control Policy; Sharon Miller and

Rachel Riley, Family Resources, Inc.; and LeeAnne Krell testified on justice issues. Testifying about violence against women were Angie Jameson, Iowa Coalition Against Sexual Assault; and Nancy Robertson, Iowa Coalition Against Domestic Violence. Olga Chyle Jung sent a video about domestic violence to be shown. Clara Oleson and Kappie Spencer, National Gender Balance Project, spoke on equity issues. The following provided written testimony: Megan Secord, AFSCME Iowa; Kathy Van Elsen; Jill June, Iowa Planned Parenthood Affiliate League; Margaret Stout, NAMI Iowa; Katie Colling, Women Aware; Iowa Juvenile Foundation; Suzanne Overton, and Marie Brady.

### **2004 Proposals to the Governor and 80th General Assembly**

The ICSW endorses, in no particular order, the following 2004 Proposals.

#### **Priorities**

- Increase in the minimum wage. (Economics)
- Parity in mental health and substance abuse care coverage. (Insurance)
- Automatic restoration of voting rights for felons upon completion of sentence and parole. (Justice)
- Restoration of funding for the Legal Services Grants Program administered by the Office of the Attorney General as a line item in the state budget. (Justice)
- Restricting all 100 placements at the Iowa Juvenile Home to females. (Justice)
- Restoration of funding for domestic violence and sexual assault programs as a line item in the state budget. (Violence Against Women)

### Legislative Proposals

#### *Aging Issues and Long-Term Care*

In 2000, Iowa ranked second in the percentage of population over 85 years of age, third in the percentage of population over 75 years of age, and fourth in the percentage of population over 65 years of age. Of those over age 65 in Iowa, 59 percent are women. As the baby boom generation gets older, the need for both paid and unpaid caregivers will increase. A 2001 ICSW study on CNA wages and benefits found that 73 percent earn under \$10 per hour with few benefits and high turnover. The typical family caregiver is a married woman in her mid-forties to mid-fifties, works full-time outside of the home, and spends an average of 18 hours per week on caregiving. To address the needs of the aging, and of paid and unpaid caregivers for dependent adults, the ICSW supports:

1. Legislation clarifying who is a mandatory reporter of dependent adult abuse; establishing financial institutions as voluntary reporters of suspected abuse, neglect or exploitation; expanding the Dependent Adult Protection Advisory Council's authority to advise any state department that is charged with the protection of dependent adults; and easing access to district court for the purpose of enjoining abusive activity or intervening for provision of support services in situations where abuse is either ongoing or likely to reoccur.

2. Legislation eliminating the term caretaker in the *Code of Iowa* Chapter 235B.2(5)(a), so that anyone who abuses, neglects or exploits a dependent adult is charged; addition of a category of emotional/psychological abuse; and enhancing penalties for violation of an individual age 60 or older and/or disabled.

3. Amendment of state tax policy in the *Code of Iowa* Chapter 422.9(2)(e) regarding tax deduction to include spouse, brother, and sister for whom in-home care is given.

4. More standardized education, continuing education, and opportunities for advancement for direct care workers (nurse aides/home care aides) in order to ensure equitable pay.

5. In an effort to be more cost-effective in the provision of long-term care for those in need of services provided by state institutions, any legislation to close the state institution must consider the availability of alternative services for those in need of this long-term care.

6. Continued funding of the Iowa CareGivers Association through Senior Living Trust Fund dollars appropriated to the Department of Elder Affairs.

7. Funding to support expansion of the Iowa Nurse Aide Registry in conjunction with the Iowa CareGivers Association's Better Jobs Better Care grant.

#### *Child Care*

Iowa leads the nation in the percentage of families where both, or the only parent, works. The percent of mothers with children under age six in the labor force is 74.8, and 85.4 percent of mothers with children ages six to seventeen are in the labor force. Child care is an economic and social infrastructure issue that affects the bottom line for business, the standard of living for families, and the future competitiveness of the state. To insure quality affordable child care, in particular for women seeking training and/or employment, the ICSW supports:

1. A child care and/or preschool subsidy for every Iowa family below 85% of the state median income.

2. Adequate compensation, including benefits, for childcare workers.

3. A professional development system for child care/preschool workers of prerequisite and on-going training, and a process for credentialing workers.

## Section 2

4. Requirement that all child care/preschool settings be licensed and adhere to standards that ensure quality care and experiences.

5. Maintaining matching funds to allow DHS to draw down from the Child Care Development Fund.

6. Increase in funding levels for the Iowa Community Empowerment school-ready and early childhood programs for zero to five.

7. Quality early childhood programs through:

- provision of resources for the TEACH/Apprenticeship education and compensation program;
- increasing the funding for monitoring and support of child care centers and Child Development Homes; and
- increasing the child care provider reimbursement payments to child care programs to meet the 2002 market rate.

8. State investments in Head Start and Early Head Start.

### ***Economics***

In 2000, 62.7 percent of women age 16 and older were in Iowa's workforce, which represented 47.4 percent of the total workforce. According to the wage study released that same year, Iowa women made 73 cents for every \$1 a man made. The study also found that 64 percent of female respondents reported annual wages of \$25,000 or less while 66 percent of males reported wages over \$25,000. To address the economic needs of Iowa women, the ICSW supports:

#### **1. Increase in the minimum wage. (Priority)**

2. Development of a plan for extending a comparable worth policy to all public employees in Iowa, with state assistance to local government entities in conducting comparable worth studies and a plan for making state revenue-sharing monies at

future dates contingent upon adopting comparable worth pay schedules for local government employees.

3. Continued funding for Iowans in Transition program grants through the ICSW at the FY01 level of \$185,000 providing pre-employment services to an additional 350 displaced homemakers, single parents or female offenders.

4. Establishing a vehicle for 12 weeks of partial wage compensation for a person taking parental leave for the birth or adoption of a child.

5. Development of a plan to achieve pay equity for employees in private industry furthering the goal of eliminating wage discrimination on the basis of gender.

6. Continued financial assistance to targeted small businesses.

7. Legislation to outlaw the unfair employment practice of discrimination based on a person's use of Family Medical Leave.

8. The legislative resolution to study the economic, fiscal, and social impact of the establishment of a living wage in Iowa.

### ***Equality***

The *2003 Status of Iowa Women Report* documents the need for continuing to improve the quality of life for women in this state. To achieve equality while improving the status of women, the ICSW recommends:

1. State funding to provide staff and support for the provision of technical assistance on educational equity for school districts and to monitor implementation of Iowa's multicultural, gender-fair curriculum requirement as well as Title IX.



## Section 2

2. Incentives for males and minorities to enroll in programs for training elementary education teachers and secondary family and consumer science teachers, and for females and minorities to enroll in programs of training for secondary industrial technology, mathematics, and science teachers.

3. Gender balance on boards and commissions of political subdivisions of the state.

4. Amending the Iowa Civil Rights Act to prohibit discrimination on the basis of sexual orientation.

### **Health**

Good health is essential to leading a productive and fulfilling life and to participating fully in the economic, social, and political life of the state. It requires safe and healthful physical and social environments, sufficient incomes, safe and adequate housing, proper nutrition, preventive treatment, and education on maintaining healthful behaviors. It is an irony that many health care workers do not earn enough to afford their own health care coverage. To increase the quality of health in women, the ICSW supports:

1. Focusing on health care reform until health care coverage is accessible to all Iowans.

2. Full funding and implementation of the State Children's Health Care Initiative (*hawk-I*), with consideration of available options including coverage of parents.

3. Expansion of Medicaid coverage to include parents of eligible children.

4. Continued funding for statewide chlamydia screening.

5. Access to mammography, colposcopy, and screening for diabetes for low-income women without Medicaid.

6. Continued funding for follow-up treatment when screening for breast and cervical cancer indicates abnormalities.

7. Coverage for screening tests for women who are at risk for ovarian cancer.

8. Continued funding of family planning services through Temporary Assistance for Needy Families (TANF).

9. Access to all reproductive health care options for women as currently available.

10. Continued commitment and agreement made with Iowa communities to fund comprehensive adolescent pregnancy prevention and services for pregnant and parenting teens at the current level.

11. Oppose criterion that family planning and reproductive health services grants be awarded to agencies who engage in the fewest abortions.

12. Increased reimbursement rate under Title XIX for dentists to care for children in WIC and Head Start programs.

13. Increased funding to programs for quality substance abuse treatment, including treatment tailored specifically for methamphetamine use.

14. Limiting the purchase of over-the-counter medicines containing pseudoephedrine to curtail the manufacture of methamphetamine.

### **Insurance**

In recognition of the needs of all persons to insure against the risks related to disability, retirement and death, and in particular noting the needs of persons following divorce or disability or death of a spouse, the ICSW supports:

**1. Parity in mental health and substance abuse care coverage. (Priority)**

## Section 2

2. Elimination of discriminatory practices on the basis of gender or marital status in the issuance or operation of any type of insurance policy, plan, program, or coverage, including but not limited to rates, payments, or benefits; for example, exclusion of obstetrical care for unwed dependents.

3. Continuing to reform health insurance coverage for the uninsured and underinsured.

4. Expansion of relationship definition for family coverage health insurance to include members in the same household.

5. Requirement that the phone number to call and obtain more information about the external review process be printed on insurance cards and be posted in a prominent place in health care facilities, so that a person who has been denied coverage knows how to appeal.

### *Justice*

Women in Iowa have unique needs relative to the administration of justice in all areas, including legal assistance. The female prison population in Iowa is on the rise, climbing from fewer than 100 in 1985 to 704 at midyear 2003. The ICSW supports:

**1. Restoration of funding for the Legal Services Grants Program administered by the Office of the Attorney General as a line item in the state budget. (Priority)**

**2. Automatic restoration of voting rights for felons upon completion of sentence and parole. (Priority)**

**3. Restricting all 100 placements at the Iowa Juvenile Home to females. (Priority)**

4. Strengthening and expanding community based corrections for people convicted of nonviolent and non-person crimes.

5. Elimination of mandatory sentencing and time served laws and restoring more discretion in sentencing for judges.

6. Intensive residential community-based facility for drug offenders on probation.

7. Funding for improved educational and career and technical training for women throughout Iowa's correctional system. Training for women and men should include parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.

8. Establishing and funding additional restorative justice programs, showing equal concern and commitment to victims and offenders.

9. Continuation of no-fault dissolution of marriage.

10. Creating the crime of invasion of privacy and providing a penalty.

### *Violence Against Women*

Since 1990, 117 Iowa women and 14 Iowa men have been killed by their partners. In fiscal year 2003, 19,488 victims of domestic violence were served by programs receiving state dollars. That same year, 3,754 adult, teenage, and child survivors of sexual assault sought services from Iowa's sexual assault crisis centers. In light of the number and degree of violent incidents committed against women, the ICSW supports:

**1. Restoration of funding for domestic violence and sexual assault programs as a line item in the state budget. (Priority)**

2. Amending *Code of Iowa* Chapter 724.26, so that state law is the same as the federal law that prohibits persons who have committed domestic violence or who are subject to a no-contact order from possessing firearms.

## Section 2

3. Continued age for mandatory reporting of suspected child sexual abuse as age 12 and under.
4. State legislation to criminalize trafficking of persons.
5. Amend *Code of Iowa* Chapter 236.8 to clarify that the Court may hear a contempt action based upon the violation of another state's protective order.
6. Amend *Code of Iowa* Chapter 236.8 so that the even "attempted" contact in violation of a protective order can be prosecuted or a contempt action brought.

### ***Welfare***

To endorse Iowa's efforts to reform the welfare system, particularly to make services available that promote economic self-sufficiency, the ICSW supports:

1. Full funding for child care, education, and training for Family Investment Program (FIP) participants through the maintenance of effort requirement for Temporary Assistance for Needy Families (TANF).
2. Increased grant level for the Family Investment Program (FIP).
3. Continued medical coverage for former welfare recipients beyond the one-year limit to cover the gap between leaving public assistance and becoming totally self-sufficient.
4. Continued funding for the Family Development and Self-Sufficiency (FaDSS) program.
5. Restoration of the Emergency Assistance Program for housing and utilities when Iowans are threatened with homelessness.
6. Restoration of \$400,000 appropriation to the Homeless Shelters Operations Grant (HSOG) through the Department of Economic Development.

7. Dedication of revenue from real estate transfer tax to fund homeless shelters, low income housing, and rehabilitation.

### **Proposals to Executive Branch for Administrative Action**

The ICSW supports:

#### ***Aging Issues and Long-Term Care***

1. Elimination of the nurse aide "challenge test" with certain exceptions.

#### ***Economics***

1. Promotion of state/federal dependent care pre-tax deductions for in-home day care, in-home nursing care, child day care, adult day care, and household services in conjunction with day care.
2. Promotion of earned income tax credit and child care income tax credit.
3. Promotion of assistance with tax preparation to low-income Iowans.
4. Amending the state plan for implementing the Workforce Investment Act to include a strong initiative for training women for nontraditional, higher-paying jobs.
5. Policies that promote job sharing and flex-time in employment.
6. Partnership with the Iowa Finance Authority in an effort to educate Iowa women on the opportunities available for down payment assistance and low interest rate mortgages.
7. Promotion of a requirement that credit be given for skills developed through volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa state government, its political subdivisions, and all businesses/parties that contract with the state government.



---

## Section 2

---

### ***Education***

1. Continuation of affirmative strategies to promote opportunities for women and minority persons in educational administration, which in turn results in role models for students and a vehicle for change in the educational environment.

2. Increased educational support for programs that encourage females and minority students to study mathematics, science, and technology at all levels as well as to pursue careers related to mathematics, science, and computer technology.

3. Promotion of female participation in educational programs leading to nontraditional, higher-paying jobs.

4. Promotion of financial literacy courses in schools and communities.

5. Infusion of equity training and strategies for effectively working with diverse learners into the college level preparation programs for school administrators, teachers, counselors, and coaches. (To supplement, not replace the current human relations courses.)

6. Encouragement for school districts to use methods and resources already at their disposal to gain equitable treatment for young women and men and to ensure quality educational environments that ensure that all students achieve to their maximum potential.

7. Provision of English as a Second Language adult education.

### ***Government***

1. Making services through the Department of Human Services (DHS) more accessible and understandable particularly emphasizing the need for advocates for clients of DHS.

2. Continuing redesign of the delivery system for financial assistance services so that families are served more quickly and effectively, which includes one point of entry.

### ***Health***

1. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.

2. Guaranteed eligibility, upon approval of a Medicaid waiver, for family planning services up to 24 months after a pregnancy has ended.

3. Monitoring managed care for substance abuse and mental health treatment to insure that specific needs of women, including aftercare, are met.

4. Monitoring the delivery of services through Empowerment Zones, to assure that needs of families are being met.

5. Encouraging the state to apply for a federal waiver to allow state employees access to the *hawk-i* program.

6. Education on the illegality of female genital mutilation (AKA female circumcision).

7. Appropriate response from law enforcement to harassment at reproductive health care facilities in Iowa.

### ***Justice***

1. Monitoring the implementation of the Iowa Supreme Court's Equality in the Courts Task Force's final recommendations.

2. Continued education of judicial nominating commission members regarding the need to increase the number of women and minorities in the Iowa judiciary, and encouragement of judicial nominating commission members to give weight and

consideration to relevant background and experience in the selection of candidates.

3. Improvement of the procedures for enforcement of financial settlements, including alimony and other judicial decisions.

4. Improvement of visiting policies for families at the Iowa Correctional Institution for Women, including monitoring the new visiting room.

5. Educating judges about the current law and problems created by nonpayment of support.

6. Monitoring the practice of telephone rebates at the Iowa Correctional Institution for Women.

7. Expansion of the Star Therapeutic Community Program currently in use at the Iowa Correctional Institute for Women.

8. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.

9. Making services, such as mental health services, to families involved in the juvenile court available immediately.

10. Development of a new program to house children with their young mothers who are residents of the Iowa Juvenile Home.

11. Gender-specific training for workers in the educational, social service, and the juvenile justice systems who come in contact with female offenders at state agencies involved in juvenile justice as well as any juvenile justice agency that receives state funds.

### ***Violence Against Women***

1. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.

### **Study Proposals**

The ICSW supports:

1. Study of issues related to the awarding of guardianships, conservatorships, and designation of other substitute decision-makers, taking into account the rights and needs of the parties involved.

2. Study by the Consumer Protection Division of the Attorney General's Office and/or other appropriate agency of check-cashing centers and currency exchanges, payday loans, rent-to-own operations, pawn shops, warranties for used cars, and same-day-pay temporary agencies, to ascertain extent of victimization of the working poor.

3. Study of materials to determine whether financial advisors are being encouraged to sell products (e.g. insurance, trusts, annuities) based on gender assumptions such as the incompetence or unwillingness of women to handle financial affairs.

4. Study of the need for substance abuse training for nurses.

5. Study a mechanism to expedite the reunification of parents with children taken away by the Department of Human Services.

6. Study of issues related to child custody, including judicial discretion, rulings of Iowa judges, consideration of primary caregiver presumption, and consideration of shared custody presumption.

7. Study to change the law to lower the number of years required between applications for commutation and the factors required for consideration of accepting the request.

8. Review of the statute of limitations in prosecution for child sexual abuse.

9. Study a mechanism for storage of rape kits.

## Section 2

10. Study by Iowa Department of Public Health on sickle cell anemia, diabetes, infant mortality and keloid treatment in African-Americans.

11. Study to discover the reasons why women attorneys do not apply, or reapply, for appointment to judgeships in greater numbers. What are the barriers? What can be done to encourage more to apply?

12. Study of judicial nominating commission legislation, including the possibility of alternating the male and female most senior justice as chair, and the possibility of increasing the number of applicants submitted to the Governor, balanced by gender.

13. Study of various recommendations to revise the Civil Rights Code, enhancing penalties, increasing rights of complainants, and expanding coverage.

14. Study of child support issues, including:

- Amendment to *Code of Iowa* Chapter 633.425 classifying unpaid child support first in payment of debts of an estate;
- Providing legal representation for persons seeking child support.
- Institute child support assurance to aid families unconditionally until the state enforces and collects court-ordered child support.
- Proposal to move child support enforcement and collections to the Department of Revenue.

### SOCIAL LIFE

*The ICSW believes that in order to advocate for the full participation by women in the political, economic, and social life of the state, leaders in those areas need to be identified, recognized, and promoted as role models.*

### Cristine Wilson Medal for Equality and Justice

This award was established in 1982 and honors the woman who served on the Governor's Commission on the Status of Women and who first chaired the statutory Commission. From 1972 to 1976, Cristine Wilson led the Commission in combatting sex discrimination and in promoting equal opportunity. The medal is given to individuals--male or female--who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Past recipients include Governor Robert Ray, Mary Louise Smith, Sue Follon, Patricia Geadelmann, Minnette Doderer, Lonabelle Kaplan "Kappie" Spencer, Charles H. Bruner, Louise Rosenfield Noun, Mary Molen Wiberg, Betty Talkington, Maude Esther White, Naomi Christensen, Edna M. Griffin, Governor Terry E. Branstad, Suzanne O'Dea Schenken, Jane Elliott, and Reverend Carlos Jayne.



### Rekha Basu

As an editorial-page columnist for *The Des Moines Register*, Rekha Basu has been an outspoken champion of human rights, racial justice, sexual equality, and equal treatment for immigrants, lesbians and gays, disenfranchised youth and others living on the margins of mainstream America. Besides chronicling the plight of a particular underrepresented group, or celebrating courage in activism and in confronting discriminatory "old-boy" networks, Basu's columns frequently argue for a more just economic and foreign policy. Her columns have won her a variety of local and national journalism awards including *The Des Moines Register's* Best of the Register award for commentary in 2002, the Vivian Castleberry Award for commentaries on women's issues, and a South Asian Journalists Association commentary award for an essay on a Bangladeshi Muslim victim of the September 11 attack on the World Trade Center.

Born in India to United Nations parents, Basu grew up internationally, went to school in New York, earned a master's degree in political economy from Goddard-Cambridge Graduate School, and one in journalism from Columbia University. She got her start in journalism through the advocacy and alternative press. Her byline has appeared in such national publications as *The New York Times*, *The Nation*, *USA Today* and *The International Herald Tribune*. Presentation of the Cristine Wilson Medal for Equality and Justice was made to Basu in 2003.

### Friends of ICSW Banquet

The ICSW provided staff support for the Friends of ICSW luncheon and program that followed the Iowa Women's Hall of Fame Ceremony and reception on August 23, 2003. Held at Younkers Tea Room in Des Moines, the luncheon featured Anita Walker, department director of the Department of Cultural Affairs. Leanne Brunnette and her daughters presented each of the Hall of Fame inductees with a "Sheroes" t-shirt. State officials, Hall of Fame members, and Commissioners were specially recognized at the event, and the Friends of ICSW Endowment Fund grants were announced.

### Iowa Women's Hall of Fame

The Iowa Women's Hall of Fame was established by the ICSW in 1975 to honor outstanding Iowa women. Each year four women, living or deceased, are recognized for their significant contributions to our society.

The 30<sup>th</sup> Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 23, 2003 at the State Historical Building of Iowa, Des Moines. The reception in the atrium following the ceremony was funded by the Friends of the ICSW.

As usual, the ceremony was held close to Women's Equality Day, August 26, which commemorates the day in 1920 when American

women first received the vote. At the ceremony, the Lt. Governor read the Women's Equality Day Proclamation.

Awards were presented to the recipients by Lt. Governor Sally Pederson, Commission Chairperson Kimberly Painter, and Hall of Fame Chairperson Judge Brown.

The 2003 Hall of Fame Nominating Committee was composed of Judge Brown, committee chair; Holly Mennen, commissioner; Shawn Mullen, commissioner; Kimberly Painter, commission chairperson, *ex officio*; Beverly Bunker, Iowa Department of Education; and Julie Ripper, Simpson College.

The honorees represented a wide range of interests and accomplishments and have made extraordinary contributions in their various fields.

The following are biographies of the 2003 inductees.



#### **Diana "Di" L. Findley**

Diana "Di" L. Findley, born September 6, 1948 in Ontario, Oregon, now living in Mitchellville, is a champion for direct care workers. After working as a certified nursing assistant (CNA) for 13 years,

Findley saw a need for a professional organization to provide educational opportunities for CNAs in 1992. For three years she worked on her own, with no salary to establish the Iowa CareGivers Association, whose vision is to maintain high quality care by offering direct care workers what they want and need – education, support, advocacy, and recognition. While advocating the extraordinary work of CNAs, she works to involve all stakeholders in health care. Findley believes that by addressing the needs of care providers, quality care can be improved. Under Findley's directorship, the Iowa CareGivers Association has become a national model. Its Recruitment and Retention Survey and mentor project have also received



## Section 2

national attention. To make sure the needs of frontline direct caregivers are always at the forefront of the Iowa CareGivers Association, Findley empowers CNAs to serve on boards and committees. Findley is a tireless crusader for direct care workers and quality care.



### **May E. Francis, Ph.D.**

May E. Francis, Ph.D., a nationally recognized educator, author, scholar, and historian, was born November 2, 1880 in rural Mapleton, Minnesota. Francis began her career as a teacher in a one-room school in Bremer County. She quickly advanced through the teaching and administrative ranks. She drafted the Standard School Law and developed the regulations to implement the law, which was designed to improve educational programs in one-room schools. In 1922, Francis became the first woman to be elected to statewide public office in Iowa—state superintendent of public instruction. Her one term as State Superintendent was marked by controversy: she advocated high school teachers must complete at least two years of college, opposed school dress codes, and championed the one-room school and spending restraint. She lost her re-election bid and moved to Texas, where she received a Ph.D. from the University of Texas in 1934. She had received her B.A. degree from Iowa State Teachers College in 1910 and M.A. degree from Teachers College in Columbia University, New York. She moved to New York and in 1948, returned to Iowa, settling in Waterloo. Following her education, she undertook a varied career of teaching, government work, writing, and a final unsuccessful run for state superintendent. Her popular historical novel, *Jim Bowie's Lost Mine*, had five printings; the final edition was published in 1970. She also authored a fourth-grade spelling textbook. Francis died in 1968.



### **Jean Hall Lloyd-Jones**

Jean Hall Lloyd-Jones, of Iowa City, began her career as a volunteer in local peace and civic activities, including Another Mother for Peace, the Women's International League for Peace and Freedom, vigils and teach-ins to protest the Viet Nam war. A member of the League of Women Voters since 1955, she served as local and state president. In 1971 she led the League to join the ACLU, AFL-CIO, and the Democratic Party to petition the Supreme Court in the successful effort to overturn the reapportionment plan adopted by the state legislature. In 1977 she chaired the Iowa Coordinating Committee for International Women's Year. She was elected to the Iowa General Assembly in 1978, serving four terms in the House and two terms in the Senate. As a state legislator, she and others formed a support group for women pages, which later became the Legislative Women's Caucus. She managed the "Buckle up Baby" bill, steered the government reorganization bill through the House, and led the effort to revitalize rail service through central Iowa. She conceived the idea for the Iowa Peace Institute, worked to build and fund that organization, and served as its chair for the first eight years. She is the only woman in Iowa to have been nominated by a major party for the U.S. Senate. After retiring from the Legislature, she received an M.A. in Conflict Resolution from Antioch University. She has been a member of the Iowa Sister States Program for many years, traveling to China, Russia and Japan as a citizen ambassador. Lloyd-Jones was born October 14, 1929, in Washington, DC.



### **Margaret Mary Toomey**

Margaret Mary Toomey of Des Moines devoted nearly three decades of her life to serving the residents of Des Moines' Oakridge Neighborhood. A one-time Dominican sister, Toomey taught English and served as

## Section 2

### Iowa Women's Hall of Fame Members

Mary Newbury Adams	Minnette Doderer	Alice Yost Jordan	Jessie Field Shambaugh
Bess Streeter Aldrich	A. Lillian Edmunds	Anna B. Lawther	Mary Jane Odell Siegler
Julia Faltinson Anderson	Lois Harper Eichacker	Meridel Le Sueur	Georgia Rogers Sievers
Peg Stair Anderson	Mamie Doud Eisenhower	Mabel Lee	Ida B. Wise Smith
Ruth Bluford Anderson	Beverly Everett	Twila Parker Lummer	Jeanne Montgomery Smith
Virginia Bedell	Rosa Maria Escudé	Jean Hall Lloyd-Jones	Mary Louise Smith
Mildred Wirt Benson	de Findlay	Arabella Mansfield	Marilyn E. Staples
Janice Ann Beran	Diana "Di" L. Findley	Ola Babcock Miller	Helen Navran Stein
Professor Mary Jaylene Berg	Merle Wilna Fleming	Margaret "Peg" Mullen	Rowena Edson Stevens
Jessie Binford	Sue Ellen Follon	Marilyn O. Murphy	Ruth Suckow
Gladys B. Black	Lt. Colonel Phyllis L.	Alice Van Wert Murray	Phebe W. Sudlow
Amelia Jenks Bloomer	Propp Fowle	Janette Stevenson Murray	Sister Patricia Clare Sullivan
Joan Liffing-Zug Bourret	Gwendolyn Fowler	Louise Rosenfield Noun	Adeline Morrison Swain
Sue M. Wilson Brown	May E. Francis, Ph.D.	Denise O'Brien	Margaret Boeye Swanson
Charlotte Hughes Bruner	Mary Garst	Jessie M. Parker	Ruth Wildman Swenson
Fannie R. Buchanan	Betty Jean Furgerson	Ann Dearing Holtgren	Elaine Eisfelder Szymoniak
Bonnie Campbell	Willie Stevenson Glanton	Pellegrino	Lois Hattery Tiffany
Mary E. Domingues Campos	Susan Glaspell	Carolyn Pendray	Margaret Mary Toomey
Carrie Chapman Catt	Mary Grefe	Mary Louise Petersen	Evelyn Jobe Villines
Betty Jean "Beje" Walker Clark	Edna M. Griffin	Mary Louisa Duncan Putnam	Nellie Verne Walker
Mary Frances Clarke, B.V.M.	Virginia Harper	Glenda Gates Riley	Jean Adeline Morgan
Mary Jane Coggeshall	Helen B. Henderson	Louise Rosenfeld	Wanatee
Roxanne Barton Conlin	Dr. Nancy Hill	Eve Rubenstein	Beulah E. Webb
Marguerite Esters Cothorn	Cora Bussy Hillis	Shirley Ruedy	Mary Beaumont Welch
Rosa Cunningham	Helen LeBaron Hilton	Gertrude Durden Rush	Catherine Williams
Lynn Germain Cutler	Pearl Hogrefe	Edith Murphy Sackett	Cristine Swanson Wilson
Jolly Ann Horton Davidson	Lou Henry Hoover	Agnes Samuelson	Annie Wittenmyer
Evelyn Davis	Dorothy Houghton	Annie Nowlin Savery	Maude Esther White
Jacqueline Day	Phyllis Josephine Hughes, JD	Ruth Sayre	Mary E. Wood
Dr. Ursula Delworth	Mabel Lossing Jones	Dorothy Schramm	
Gertrude Dieken			

chaplain in Wisconsin before moving to Des Moines in 1972. Soon after moving to the Oakridge neighborhood, she began volunteering with children and elderly residents and led a tenant group to successfully fight a rent increase. In 1973 she joined the board of directors and in 1975 became the complex manager of the Oakridge Neighborhood. Not only was she the executive director for the 300-unit housing project, she was also the fundraiser, public relations manager, family counselor, maintenance supervisor, playground supervisor, and eyes of the neighborhood working with the Des Moines Police Department. During Toomey's tenure, Oakridge opened a nationally accredited childcare center, started after-school programs, organized activities for the elderly and provided

computer, vocational and job training programs. When drug and gang violence found their way to Oakridge, Toomey fought back. She added cameras and security gates, hired off-duty police officers, and joined residents in several marches and rallies to "take back" their neighborhood. Toomey was born in Chicago on August 23, 1937.

### ***Write Women Back Into History***

#### **Statewide Essay Contest**

The *Write Women Back Into History* Essay Contest, cosponsored by the ICSW, the Iowa Department of Education, and the State Historical Society of Iowa, is administered each year by the ICSW and is open for participation by students in grades 6-9. Guidelines for the essay contest are made available on the ICSW's website and were e-mailed to previously participating teachers. Announcement of the contest was made to Area Education Agencies and announced in the press and education-related publications. Teachers are asked to encourage their students to write an original essay about a woman who they believe should be written into history. The purpose of the contest is to celebrate Women's History Month--March--and to increase the awareness of contributions made by Iowa women. Prizes are awarded to the first three winners and their teachers in the two grade divisions 6-7th and 8-9th. Special awards are given to the best essay on a woman volunteer and the best essays on women in science and engineering. Prizes include Women's History Month books and other memorabilia. The first-place winners also receive cash prizes.

#### **2003 *Write Women Back Into History* Statewide Essay Contest Winners**

##### **6-7 Grades Category Contest Winners**

**1st place:** Brittini Strouth

Sibley-Ocheyedan Middle School

Sponsoring teacher: E. Rochelle Hook

**2nd place:** Kathryn M. Skilton

Nashua-Plainfield Middle School

Sponsoring teacher: Brian Rupp

**3rd Place:** Rachel Nilles

LeMars Community Middle School

Sponsoring teacher: Tina Gray

##### **8-9 Grades Category Contest Winners**

**1st place:** Caitlin Oponski

Indianola Middle School

Sponsoring teacher: Karen Shayer

**2nd place:** Amy Williams

Indianola Middle School

Sponsoring teacher: Karen Shayer

**3rd Place:** Amy Xu

Fort Dodge Senior High School

Sponsoring teacher: Diane Pratt

##### **Best Essays on Women**

##### **in Science and Engineering 6-7 Grades**

**1st place:** David Maffett

Parkview Middle School, Ankeny

Sponsoring teacher: Jen Yates

**2nd place:** Dianna Krejsa

Indianola Middle School

Sponsoring teacher: Karen Shayer

##### **Best Essays on Women**

##### **in Science and Engineering 8-9 Grades**

**Grades 1st place:** Desmond Strooh

Central Academy, Des Moines

Sponsoring teacher: Jerry Leventhal

**2nd place:** Tabby Pauly

Wilson Junior High School, Council Bluffs

Sponsoring teacher: Sue Griswold

##### **Edith Rose Murphy Sackett Award on the Best Essays on a Woman Volunteer**

Caitlin Hillyard

Central Academy, Des Moines

Sponsoring teacher: Jerry Leventhal

April Sauls

Central Academy, Des Moines

Sponsoring teacher: Janet B. Williams



---

## Section 2

---

**Judging:** Teachers are encouraged to sponsor the contest in their classroom. One finalist may then be submitted from each classroom to be judged by a committee made up of Iowa writers, historians, activists, and representatives of the sponsoring agencies. The 2003 judges were Lora Allison; Sue Andersen, Iowa Department of Education; Deana Brickles, Child & Family Policy Center; Janice Edmunds-Wells, Iowa Department of Public Health; Jan Huss, Iowa Department of Education; Carlos Jayne; Sarah Macht, State Historical Society of Iowa; Valerie Madison, Iowa Department of Inspections and Appeals; Joan Moll, Iowa Department of Human Rights; Warren Morrow, Partners in Economic Progress; Michelle Rubin; and Naomi Ziller, State Historical Society of Iowa.

### *Write Women Back Into History Essay Contest Winners with Lt. Governor Sally Pederson*



### Ceremony



---

## SECTION 3: Information/Participation

---

*The Iowa Commission on the Status of Women (ICSW) office is a resource center for information on hundreds of topics relative to women and girls--publications, reference materials, and videotapes. And as mandated by the Code of Iowa, the ICSW provides assistance to organized efforts by communities, organizations, associations, government agencies, and other groups working toward the improvement of the status of women in Iowa.*

### INFORMATION

***The ICSW provides information to the public and elected officials on many issues, including the status of Iowa women, nontraditional jobs, divorce, sexual harassment, gender-fair curriculum in education, and more.***

#### Advocacy Directory

Originally undertaken jointly by the American Association of University Women--Iowa and the ICSW, with updating funded by the Family Community Leadership, the statewide advocacy directory was designed to provide a computerized guide to networks on women's issues in Iowa. In 2003 the directory was continually expanded and updated; approximately 6,200 persons are in the database for one or more of the 66 categories of interest and/or experience. As an ongoing commission program, the directory will continue to expand its database and its usefulness throughout the state, and additional persons and organizations will be identified on a regular basis. Printouts of category lists are available for a minimal fee from the ICSW; the Iowa women's organizations listing is free.

#### Internship/Volunteer Opportunities

The ICSW continued contact about available internships in its office to four-year colleges and universities statewide. An intern was selected for the summer semester. Many schools placed the announcements in internship directories at their career planning and placement offices.

### Media

The ICSW Executive Director serves as a media spokesperson for the Commission on issues relative to women across the state. During 2003, media contacts and topics discussed included: *CityView*, women voters and *Write Women Back Into History* essay contest; *The Des Moines Register*, women in judgeships and women in construction; KJAN Radio, *Status Report*; KMEG, equal pay day information; KOEL, equal pay day; Radio Iowa, equal pay day and Iowa Women's Hall of Fame; WHO Radio, educational opportunities in prison, equal pay day, and Iowa Women's Hall of Fame; and WOIR Radio, 2003 Proposals. A letter to the editor regarding the 10th anniversary of the Family and Medical Leave Act was published in several papers; also, an op-ed written by ICSW and National Partnership for Women and Families was also published. The Iowa Women's Hall of Fame also garnered several articles in newspapers around the state and the weekend news on WHO-TV.

### Publications

**Cristine Wilson Award Recipients:** In 1999 the ICSW developed a small publication featuring the Cristine Wilson Medal recipients. The piece was updated in 2003 and printed and posted to the website prior to the Iowa Women's Hall of Fame Ceremony--when the award is presented.

***IoWoman:*** The ICSW edited six issues of this Friends of the Iowa Commission on the Status of Women bimonthly newsletter in 2003. The

## Section 3

publication serves to inform Iowans of state and federal legislation and state and national issues, programs, and services of particular concern to women. In 2003, approximately 8,600 individuals and organizations received the *IoWoman* via mail or e-mail. A portion of the printing and postage was paid for by the Friends.

***Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Business:*** The ICSW revised the publication, which lists several sources of

information for those wanting to create or expand a small business. It was printed in 2003.

***2003 Status of Iowa Women Report:*** The ICSW revised the report. It will be printed in 2004. The 2003, 8th Edition report comprises information on population, education, health, economics, justice, and politics.

***31th Annual Report:*** The ICSW wrote, printed, and distributed its *2002 Annual Report*. Copies of the report were sent to the Governor, key legislators,

Publications Available/Distributed Upon Request in 2003		
	Paper	Web
2003 Proposals to the Governor and General Assembly	279	569
2004 Iowa Women in History Calendar	377	632
Advocacy Directories on Specific Subject/Category of Interest	21	—
<i>Contingency Workers Study</i> (2001)	8	342
Credit Rights Card (1992)	23	—
<i>Cristine Wilson Medal for Equality and Justice</i> (2003)	26	64
<i>Divorce: Things to Consider</i> (2002)	52	4,983
<i>Exploring Nontraditional Occupations for Women: Is This Job for You?</i> video	?	—
<i>Female Juvenile Justice</i> (1996)	66	937
<i>Financial Safety Planning for Older Women</i> (2000)	140	598
<i>Iowa Certified Nursing Assistant Wage and Benefit Survey</i> (2001)	0	562
<i>Iowa Commission on the Status of Women 2002 Annual Report</i>	189	1,475
Iowa Commission on the Status of Women Brochure (2003)	387	26
Iowa Gender-Specific Services Task Force Brochure (2003)	435	56
<i>Iowa Gender Wage Study</i> (2000)	25	—
<i>Iowa Women and the Law</i> (English) (2002)	561	751
<i>Iowa Women and the Law</i> (Spanish) (2002)	303	910
<i>Iowa Women's Hall of Fame Biography Book</i> (2003)	78	1,300
<i>How to Get Your Bearings. How to Get a Job</i> (1998)	203	400
<i>Pregnancy Factsheet</i>	78	245
<i>Promising Directions: Programs that Serve Iowa Girls in a Single-Sex Environment</i> (2000)	50	1,132
<i>Providing Gender-Specific Services for Adolescent Female Offenders</i> (1999)	176	411
<i>Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses</i> (2003)	411	257
<i>Sexism in Education</i> (2001)	128	1,474
<i>Sexual Harassment: It's Against the Law</i> (2001)	315	909
<i>Status of Iowa Women Report</i> (2001)	6	1,808
<i>Why Not Women?</i> brochure on nontraditional jobs (1998)	43	355



## Section 3

### Current Video/Audio Tapes

*A Century of Women -- Image and Popular Culture* (1/2" VHS) 1995-96  
*A Century of Women -- Sexuality and Social Justice* (1/2" VHS) 1995-96  
*A Century of Women -- Work and Family* (1/2" VHS) 1995-96  
*Equality: A History of the Women's Movement in America* (1/2" VHS) 1996  
*Exploring Nontraditional Occupations for Women: Is This Job For You?* (1/2" VHS) 1992  
*The Feminization of Poverty...Is This Happening in Iowa?* (1/2" VHS and 3/4" videotape) 1983  
*A Fine and Long Tradition* (1/2" VHS) 1996  
*One Fine Day -- A Celebration of American Women from the 18th Century to the Present*  
(1/2" VHS) 1987  
*League of Women Voters of Iowa -- video history interviews, 8 tapes* (1/2" VHS) 1995-1996  
*Making Points*—Examines sexual stereotyping for adolescents (1/2" VHS) 1987  
*School House Rock: History Rock* (1/2" VHS) 1987  
*Show Me The Money: Paycheck Negotiation Workshop* (1/2" VHS) 2001  
*Stop It: Students Speak Out About Sexual Harassment* (1/2" VHS) 1994  
*The Uses of Suffrage: Women, Politics and Social Change Since 1920* (1/2" VHS) 1996  
*Voices of Women: Thinking Globally, Acting Locally* (1/2 VHS) 1995  
*Women on Stamps* (1/2" VHS) 1995

and other interested parties.

**2004 Iowa Women in History Calendar:** The ICSW developed the 2004 calendar, highlighting the accomplishments of women throughout history.

**Other:** In addition to the previously listed publications, the ICSW reprinted its advocacy directory and brochure. Video and audio tapes on various topics are also available for public access.

### Technology/Web Site

Contained on the site are such items as ICSW publications, including *IoWoman* newsletters; information on projects such as Women's History Month, Iowa Women's Hall of Fame and Gender-Specific Services Task Force; calendar of events; and legislation. Staff update the site on a regular basis. In 2003, the website had 18,839 visitor sessions.

### Information/Referral

ICSW responded to calls year-round from individuals who sought help and/or information on issues related to women's rights. Contacts, including serving on task forces and committees, for the year

totalled 3,221 of which 50 were unequal status/discrimination calls, 129 were from persons at-risk and 896 were for information and/or referral.

### PARTICIPATION

*As mandated by the Code of Iowa, the ICSW participates in many activities/events and serves on committees/task forces to represent the interests of Iowa women. The ICSW participated in the following during 2003:*

### Grant Reviews

The ICSW reviewed grant proposals for domestic violence and sexual assault projects for the Crime Victim Assistance Division of the Office of the Attorney General and Iowa Coalition Against Sexual Assault for education and prevention fund. (See Challenge Grant on page 34 for additional grant reviews.)

### Exhibits

In order to disseminate important information about women, the ICSW often exhibits at conferences and fairs and/or provides information to conference attendees. In 2003, the Commission exhibited at the

Celebrating Life, Celebrating Women, Des Moines; Educational Equity Conference, Ames; Iowa CareGivers Association Conference, West Des Moines; Iowa's Mosaic Diversity Conference, Ames; Latino/a Conference, Iowa City; Risky Business Conference, Ames; and Whispers & Screams, Ames.

### Public-speaking Engagements

Throughout the year, the ICSW was asked by many organizations, schools, and other interested parties to speak on issues related to women in the state. In 2003, ICSW spoke to the following: Bureau of Women's Health, Department of Public Health (ICSW); Community Action Agencies Conference (Iowa Women's Hall of Fame members); Des Moines Area Community College classes (ICSW and status of women); Drake University (status of women); Grace Lutheran Church class (ICSW and status of women); Iowa State University class (status of women); Iowa's Mosaic Diversity Conference (Hall of Fame and Female-Responsive Services for Juveniles); League of Women Voters of Metropolitan Des Moines (ICSW legislative agenda); State of Black Iowa, (ICSW health proposals); Unity Alliance (equity for women and ICSW); University of Iowa School of Social Work (ICSW); and Women's International League for Peace and Freedom (ICSW legislative agenda).

### Sponsorships

The ICSW sponsored a series of lunch and learns to lift issues from the Institute for Women's Policy Research report on the status of women in Iowa. The ICSW also sponsored the Iowa's Mosaic Diversity Conference, Pay Equity ICN event (see page 5 for information), and Whispers & Screams (see page 35 for information).

### Other

#### **Iowa Council for International Understanding:**

The ICSW meets with worldwide women leaders through the Council. At the meetings, exchanges are

made on programs and initiatives designed to elevate the status of women. Representatives with whom the ICSW met in 2003 were from Armenia, Azerbaijan, Ecuador, Nigeria, South Africa, Thailand, and Turkmenistan.

**National Association of Commissions for Women (NACW):** Charlotte Nelson attended the 2003 NACW Convention.

### Additional Participation

American Association of University Women  
Title IX presentation  
American Society for Public Administration  
Children's Policy Coalition  
Chrysalis Foundation coffees and luncheons  
Coalition for Healthy and Safe Families and Communities  
Crime Victim Rights Conference  
Educational Equity Conference  
Family and Work lecture at ISU  
Fatherhood, Marriage, and Family Support Advisory Group  
Federal Executive Council Women's History Month luncheon  
Friends of Iowa Civil Rights, Inc. and Friends of Iowa Civil Rights, Inc. diversity conference planning committee  
Friends of Iowa Civil Rights, Inc. Awards Luncheon  
Friends of ICSW  
Friends of ICSW fund raiser: Women You Know, Women You Want to Meet  
Friends of Iowa Women Prisoners  
Governor's Conference on Aging Steering Committee  
International Association of Business Communicators Training  
Iowa Advisory Committee, Institute for Women's Policy Research  
Iowa Arthritis Task Force  
Iowa CareGivers Association conference planning committee  
Iowa CareGivers Month Celebration

---

## Section 3

---

Iowa Coalition Against Domestic Violence Gold Seal Awards Luncheon  
Iowa Coalition Against Sexual Assault Annual Meeting  
Iowa Department of Human Rights, Human Rights Administrative Coordinating Council  
Iowa Domestic Abuse Death Review Team  
Iowa Educational Equity Council  
Iowa Gender-Specific Services Task Force  
Iowa Human Needs Advocates  
Iowa Juvenile Home Foundation Board of Directors  
Iowa New Choices telenet meetings  
Iowa Women in Public Policy  
Iowa Women's Foundation Grant Awards Luncheon  
League of Women Voters of Iowa Issues Forum  
League of Women Voters of Metropolitan Des Moines on community-based corrections  
Legislative Liaisons  
Livable Wage Brainstorming  
Lt. Governor's Breakfast Reception for women legislators and women leaders in state government  
National Housing Trust Fund advocates conference call  
Olmstead Decision Committee  
Planned Parenthood presentation on "Talking About Sex"  
Public Information Officers  
STOP Violence Against Women Coordinating Council  
TANF reauthorization conference call  
Title IX presentation  
Violence Against Women Prevention Planning Grant Advisory Council  
WAND presentation  
White House Project  
Why Women Matter summit on women and politics  
Women in Public Policy and Chrysalis Foundation reception for women legislators  
Women's Bureau, Region VII conference call  
Women's Health Committee  
Young Women's Resource Center reception

## SECTION 4: Contractual Agreements

*The Iowa Commission on the Status of Women (ICSW) has contractual agreements to administer state fund appropriations to public and private nonprofit programs providing services to Iowans in Transition (displaced homemakers, single parents, and female offenders) and to administer state fund appropriations to the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA) for training on issues related to domestic violence and sexual assault.*

### IOWANS IN TRANSITION GRANTS

During fiscal year 2003, the ICSW administered \$106,000 in state fund appropriations as grants to five public and private nonprofit programs providing services to displaced homemakers, single parents, and female offenders, or Iowans in Transition. Displaced homemakers are individuals who have worked principally in the home providing unpaid household services for family members. They are persons who are unemployed or underemployed; have had or would have difficulty finding appropriate paid employment; and have been dependent on the income of another family member or on government assistance, and are no longer supported by that income. Programs that work with displaced homemakers, single parents, and female offenders help them deal with the trauma of their situation and prepare them for education and training toward self-sufficiency. Reports from the programs with grants during fiscal year 2003 show a total of 1,312 (572 displaced homemakers, 609 single parents, and 131

female offenders) were served with counseling (1,158 persons); support services (654); workshop seminars (396); ABE, GED, and English as a Second Language (140); academic upgrading (293); and training for a degree (768). At intake, 52 percent were receiving welfare. Of those served, 1,243 were women and 69 were men. Racial breakdown follows: 1,029 whites, 134 African-American, 55 Latinas, 78 American Indians, 9 Asian-Pacific Islander and 7 unknown. Since July 1999, 16 of the 23 programs serving displaced homemakers in Iowa have closed. Nine of those programs had received ICSW Iowans in Transition grant funding.

**Fiscal Year 2004 Grants:** The ICSW administered \$103,200 in grants for fiscal year 2003 -- decreased 47.9 percent from \$198,000 in FY2001. Applicants for the grants were accepted from freestanding entities and subgroups or special programs sponsored by a larger organization. Eight applications were received from the programs

#### Fiscal Year 2003 Iowans In Transition Grant Recipients

##### Community Programs

Women Aware, Inc., Sioux City	\$23,000
-------------------------------	----------

##### Community Colleges (Iowa New Choices Programs)

Des Moines Area Community College, Boone/Carroll	\$22,500
Des Moines Area Community College, Des Moines	\$17,000
Iowa Lakes Community College, Estherville	\$25,000
Northeast Iowa Community College, Calmar/Dubuque	\$18,500



## Section 4

### Fiscal Year 2004 Iowans In Transition Grant Recipients

#### Community Programs

Women Aware, Inc., Sioux City	\$23,000
-------------------------------	----------

#### Community Colleges (Iowa New Choices Programs)

Des Moines Area Community College, Boone/Carroll	\$21,000
--	----------

Des Moines Area Community College, Des Moines	\$17,000
---	----------

Iowa Lakes Community College, Estherville	\$25,000
---	----------

Northeast Iowa Community College, Calmar/Dubuque	\$17,100
--	----------

located statewide. In June, the six-member Iowans in Transition Grant Review and Selection Committee met and made grant recommendations. The committee included Vicki Brown, Chair; Angie Jameson; Lorie McCormick; Joan Moll; Kathy Nesteby; Jule Reynolds; and Charlotte Nelson, *ex officio*. Three grant proposal applications were denied due to insufficient funding.

**Iowa New Choices:** The Commission participated in monthly telenet meetings with displaced homemaker/single parent and sex equity program coordinators, focusing on recent federal legislation removing set-asides for those programs and other pertinent issues.

### VIOLENCE AGAINST WOMEN

Addressing the priority area of violence against women is done through a cooperative relationship with the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA). Resources and information are shared among the offices, thereby enhancing the ICSW's ability to carry out its responsibilities through interaction with these private, nonprofit agencies. Together, they work to strengthen efforts to prevent sexual assault and domestic violence, and to support programs that provide services to victims. The two organizations were located with the ICSW until April of 1995.

**Fiscal Year 2003:** The ICSW administered state fund appropriations of \$15,000 to IowaCASA to provide training to the public and community professionals on issues of sexual assault. ICADV was awarded \$15,000 to provide training to the general public, criminal justice system personnel, and community professionals on issues of domestic violence.

**Fiscal Year 2004:** The ICSW administered state fund appropriations of \$14,400 to IowaCASA to provide training to the public and community professionals on issues of sexual assault. ICADV was awarded \$14,400 to provide training to the general public, criminal justice system personnel, and community professionals on issues of domestic violence.

### CHALLENGE GRANT

#### Iowa Gender-Specific Services Task Force

The ICSW renewed its intra-agency contract with the Iowa Division of Criminal and Juvenile Justice Planning (CJJP) to provide staff support to the Iowa Gender-Specific Services Task Force funded through a U.S. Department of Justice Challenge Grant. A leased co-employee with the Commission fulfills the contract terms, including convening the monthly Task Force meetings. The Iowa Juvenile Justice Advisory Council developed the Task Force

to contribute to CJJP's and the State Advisory Group's activities as well as make recommendations related to gender-specific services. The Task Force involves key stakeholders in Iowa's juvenile justice system, particularly service providers who want comprehensive system change that reflects gender equity for girls and young women. The ICSW made periodic presentations and reports to the Iowa Juvenile Justice Advisory Council on the progress of the Challenge Grant Project.

### **"Whispers and Screams" Conference**

Directed by the Task Force, the ICSW coordinated the conference, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 7: Peace for Girls*, which was held May 1-2, 2003 in Ames. Two hundred two individuals from Iowa, nearby states and Florida participated in the two day event. This represents an increase of 28 people (16%) over last year's conference attendance. Keynote speakers were Nan Stein, Ed. D., Rebecca Maniglia, and retired Minnesota Supreme Court Justice Esther Tomljanovich. Stein is the senior research scientist at the Center for Research on Women at Wellesley College. Stein directs several national research projects on sexual harassment, gender violence, and bullying in schools. She spoke to this issue at the conference. Specifically she discussed the degendering of violence due to referring to all aggression in schools as bullying. Rebecca Maniglia is currently the Director of RLM Associates, a private consulting firm providing assistance related to female offenders and juvenile justice issues. She has provided training in over 45 states. She gave an inspirational speech about bringing peace into the lives of girls. Justice Tomljanovich spoke to the importance of gender-specific services in juvenile justice.

The ICSW also began coordination for the annual conference to be held March 25-26, 2004,

*Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 8: Passages.*

### **"Self-Harming Behaviors and Borderline Personality in Girls" Intensive Retreat**

The ICSW organized an intensive retreat for members of the Iowa Gender-Specific Services Task Force and other invited professionals on October 3, 2003. The retreat, entitled "Self-Harming Behavior and Borderline Personality in Girls" featured a day long presentation by Nancee Blum, MSW, and clinical faculty member of the Department of Psychiatry at the University of Iowa College of Medicine. Nancee provided information to participants on the diagnosis of Borderline Personality Disorder as well as highlighting the problems relative to diagnosis. She also discussed the closely related issue of self-harming behaviors in adolescent females.

### **Community Planning Initiative and Young Women's Empowerment Events Funding**

At the end of 2002, the ICSW prepared and announced a request for proposals for two separate projects: a Community Planning Initiative and Young Women's Empowerment Events. Alternative Services Inc. in Cedar Rapids was awarded funds for the "Linn County Community Planning Initiative." During the course of 2003, this planning initiative created a local task force to intentionally plan for the needs of girls involved with the juvenile justice/child welfare system or those girls at risk for involvement in the system. This task force went on to choose the name Celebrate Girls. Celebrate Girls initiated its own web site which is linked to the Iowa Gender-Specific Services Task Force web site. They have created a brochure, purchased space on a billboard, created a speaker's bureau and

---

## Section 4

---

sought alternate funding to provide a second young women's empowerment event beyond the funds received from ICSW. Throughout this process, Celebrate Girls has utilized Task Force information/publications and guidance. Young Women's Empowerment Event funds were awarded to the following communities: Calmar (Northeast Iowa Community College), Cedar Rapids (Alternative Services Inc.), Waterloo (YWCA) and West Burlington (Girl Scouts of Shining Trail Council). These communities/organizations provided a safe space for young women from different walks of life to express themselves, learn leadership skills, and make allies. The projects varied from a focus on mother/daughter relationships to skill development, personal and group empowerment and non-traditional career exploration. Funding for both the Community Planning Initiative and the Young Women's Empowerment Events will continue in the next calendar year. Lessons learned from the current year's activities will be incorporated into the Task Force web page and the current community planning group in Cedar Rapids will be expected to assist with expanding community planning activities for girls into a new community in a different part of the state.

### ***Girl Connection Newsletter***

Production of the *Girl Connection* newsletter increased from quarterly to bimonthly. During calendar year 2003, six editions of the *Girl Connection* were written and distributed electronically to nearly 600 recipients: February 2003: "Misdiagnosing Girls," April 2003: "Peace for Girls," June 2003: "Critical Thinking and Female Responsive Services," August 2003: "Incarcerated Mothers & Daughters," October 2003: "Borderline Personality Disorder," December 2003: "Relationship Formation with Girls." Circulation of the *Girl Connection* newsletter has expanded to include: Colorado, Florida, Idaho, Illinois, Maryland, Maine, Minnesota, Nebraska, North Carolina, North Dakota, Oregon, South Dakota, West Virginia and Washington D.C.

### **Gender-Specific Program Evaluation**

Two program evaluation proposals for gender-specific services for girls were funded by ICSW in 2001. One set of evaluation results was presented to the Task Force in 2002. The results of the second evaluation completed by *Foundation 2 Discoveries*, a day-treatment program for girls ages 14-17 who are involved with juvenile court, requested and received an extension. Results were received in 2003. Evaluation results were examined further by the Task Force and have been made available to the public. They will be added to the Task Force web page in 2004.

### **Other**

The Task Force coordinator attended several trainings including: The National Institute of Corrections, US Department of Justice "Meeting the Needs of Juvenile Female Offenders" and the Association of Programs for Female Offenders "10<sup>th</sup> National Workshop on Adult and Juvenile Female Offenders." In addition, Task Force members provided trainings beyond the annual conference and retreat throughout the year, including a presentation at the Diversity Conference, by the Task Force coordinator. The Task Force, in cooperation with the Division of Criminal & Juvenile Justice Planning, the Disproportionate Minority Confinement subcommittee and the Department of Human Services, worked extensively throughout the year on developing data and an assessment tool regarding juvenile offenders that will help communities and agencies address their needs. This project will continue into calendar year 2004. The Task Force was invited to participate in stakeholders meetings during the Department of Human Services Child Welfare Redesign process and several members attended these meetings. The Child Welfare Redesign will continue into calendar year 2004 as well.

## SECTION 5: Code of Iowa

### CHAPTER 216A

#### DEPARTMENT OF HUMAN RIGHTS

This chapter not enacted as a part of this title;  
transferred from chapter 601K in Code 1993

##### SUBCHAPTER 1

##### ADMINISTRATION

- 216A.1 Department of human rights.
- 216A.2 Appointment of department director and administrators.

- 216A.3 Human rights administrative-coordinating council.
- 216A.13 Organization.
- 216A.14 Commission employees.
- 216A.15 Duties.
- 216A.16 Powers.
- 216A.17 Report.
- 216A.18 through 216A.30 Reserved.

##### SUBCHAPTER 2

##### DIVISION OF LATINO AFFAIRS

- 216A.11 Definitions.
- 216A.12 Commission of Latino affairs-terms-compensation.
- 216A.13 Organization.
- 216A.14 Commission employees.
- 216A.15 Duties.
- 216A.16 Powers.
- 216A.17 Report.
- 216A.18 through 216A.30 Reserved.

##### SUBCHAPTER 3

- 216A.31 through 216A.50 Reserved.

##### SUBCHAPTER 4

##### DIVISION ON THE STATUS OF WOMEN

- 216A.51 Definitions.
- 216A.52 Commission created.
- 216A.53 Term of office.
- 216A.54 Meetings of the commission.
- 216A.55 Objectives of commission.
- 216A.56 Employees and responsibility.
- 216A.57 Duties.
- 216A.58 Additional authority.
- 216A.59 Access to information.
- 216A.60 Annual report.
- 216A.61 through 216A.70 Reserved.

##### SUBCHAPTER 5

##### DIVISION OF PERSONS WITH DISABILITIES

- 216A.71 Definitions.
- 216A.72 Commission established.
- 216A.73 Ex officio members.
- 216A.74 Membership.
- 216A.75 Term.
- 216A.76 Officers.

- 216A.77 Duties.
- 216A.78 Administrator.
- 216A.79 Gifts, grants, or donations.
- 216A.80 through 216A.90 Reserved.

##### SUBCHAPTER 6

##### DIVISION OF COMMUNITY ACTION AGENCIES

- 216A.91 Definitions.
- 216A.92 Administrator's duties.
- 216A.92A Commission established.
- 216A.92B Duties of the commission.
- 216A.93 Establishment of community action agencies.
- 216A.94 Community action agency board.
- 216A.95 Duties of board.
- 216A.96 Duties of community action agency.
- 216A.97 Administration.
- 216A.98 Audit.
- 216A.99 Allocation of financial assistance.
- 216A.100 Reserved.
- 216A.101 Emergency weatherization fund.
- 216A.102 Energy crisis fund.
- 216A.103 Iowa affordable heating program established.
- 216A.104 through 216A.110 Reserved.

##### SUBCHAPTER 7

##### DIVISION OF DEAF SERVICES

- 216A.111 Definitions.
- 216A.112 Commission created.
- 216A.113 Commission employees.
- 216A.114 Duties of commission.
- 216A.115 Powers.
- 216A.116 Report.
- 216A.117 Interpretation services account.
- 216A.118 through 216A.120 Reserved.

##### SUBCHAPTER 8

- 216A.121 through 216A.130 Reserved.

##### SUBCHAPTER 9

##### DIVISION OF CRIMINAL AND JUVENILE JUSTICE PLANNING

- 216A.131 Definitions.
- 216A.132 Council established-terms-compensation.
- 216A.133 Duties.
- 216A.134 Administrator.
- 216A.135 Plan and report.
- 216A.136 Statistical analysis center-access to records.
- 216A.137 Correctional policy project.
- 216A.138 Multiagency data base concerning juveniles.
- 216A.139 and 216A.140 Reserved.

---

## Section 5

---

### SUBCHAPTER 10

#### DIVISION ON THE STATUS OF AFRICAN-AMERICANS

- 216A.141 Definitions.  
216A.142 Establishment.

- 216A.143 Meetings of the commission.  
216A.144 Objectives of commission.  
216A.145 Employees and responsibility.  
216A.146 Duties.  
216A.147 Additional authority.  
216A.148 Access to information.  
216A.149 Annual report.

---

### SUBCHAPTER 1

#### ADMINISTRATION

##### **216A.1 Department of human rights.**

A department of human rights is created, with the following divisions:

1. Division of Latino affairs.
  2. Division on the status of women.
  3. Division of persons with disabilities.
  4. Division of community action agencies.
  5. Division of deaf services.
  6. Division of criminal and juvenile justice planning.
  7. Division on the status of African-Americans.
- 86 Acts, ch 1245, § 1201  
C87, § 601K.1  
87 Acts, ch 115, § 70; 88 Acts, ch 1277, § 27; 89 Acts, ch 83, § 78; 90 Acts, ch 1180, § 2; 91 Acts, ch 50, § 2; 91 Acts, ch 109, § 8  
C93, § 216A.1

##### **216A.2 Appointment of department director and administrators.**

The governor shall appoint a director of the department of human rights, subject to confirmation by the senate. The department director shall serve at the pleasure of the governor. The department director shall:

1. Establish general operating policies for the department to provide general uniformity among the divisions while providing for necessary flexibility.
2. Receive budgets submitted by each commission and reconcile the budgets among the divisions. The department director shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.
3. Coordinate and supervise personnel services and shared administrative support services to assure maximum support and assistance to the divisions.
4. Identify and, with the chief administrative officers of each division, facilitate the opportunities for consolidation and efficiencies within the department.
5. In cooperation with the commissions, make recommendations to the governor regarding the appointment of the administrator of each division.
6. Serve as an ex officio member of all commissions or

councils within the department.

7. Serve as chairperson of the human rights administrative-coordinating council.

8. Evaluate each administrator, after receiving recommendations from the appropriate commissions or councils, and submit a written report of the completed evaluations to the governor and the appropriate commissions or councils, annually.

The governor shall appoint the administrators of each of the divisions subject to confirmation by the senate. Each administrator shall serve at the pleasure of the governor and is exempt from the merit systems provisions of chapter 19A. The governor shall set the salary of the division administrators within the ranges set by the general assembly.

99 Acts, ch 201, § 10, 11

Subsection 9 stricken

Unnumbered paragraph 2 amended

##### **216A.3 Human rights administrative-coordinating council.**

1. A human rights administrative coordinating council composed of nine members is created within the department of human rights. The council is composed of the director, who shall act as the chairperson of the council, and the administrators within the department.

2. The council shall meet periodically to:

- a. Identify areas where the divisions within the department might coordinate efforts or share administrative or other support functions to provide greater efficiencies in operation including, but not limited to, accounting, clerical, record keeping, and administrative support functions.
- b. Develop cooperative arrangements and shared services among the divisions to achieve greater efficiencies, and may establish contracts and agreements between or among the divisions to provide for shared services.
- c. Transfer funds within the divisions agreeing to shared services for the implementation of the contracts or agreements between divisions.
- d. Make recommendations to the governor and general assembly regarding additional consolidation and coordination that would require legislative action.
- e. Advise the department director regarding actions by and for the department.



---

## Section 5

---

*f.* Establish goals and objectives for the department.  
86 Acts, ch 1245, § 1203  
C87, § 601K.3  
88 Acts, ch 1277, § 28; 90 Acts, ch 1180, § 4  
C93, § 216A.3

### 216A.4 Definitions.

For purposes of this chapter, unless the context otherwise requires:

1. “*Department*” means the department of human rights.
2. “*Department director*” means the director of the department of human rights.  
86 Acts, ch 1245, § 1204  
C87, § 601K.4  
90 Acts, ch 1180, § 5  
C93, § 216A.4

**216A.5 Repeal.** Repealed by 97 Acts, ch 52, § 1.

### 216A.6 Confidentiality of individual client advocacy records.

1. For purposes of this section, unless the context otherwise requires:
  - a.* “*Advocacy services*” means services in which a department staff member writes or speaks in support of a client or a client’s cause or refers a person to another service to help alleviate or solve a problem.
  - b.* “*Individual client advocacy records*” means those files or records which pertain to problems divulged by a client to the department or any related papers or records which are released to the department about a client for the purpose of assisting the client.
2. Information pertaining to clients receiving advocacy services shall be held confidential, including but not limited to the following:
  - a.* Names and addresses of clients receiving advocacy services.
  - b.* Information about a client reported on the initial advocacy intake form and all documents, information, or other material relating to the advocacy issues or to the client which could identify the client, or divulge information about the client.
  - c.* Information concerning the social or economic conditions or circumstances of particular clients who are receiving or have received advocacy services.
  - d.* Department or division evaluations of information about a person seeking or receiving advocacy services.
  - e.* Medical or psychiatric data, including diagnoses and past histories of disease or disability, concerning a person seeking or receiving advocacy services.
  - f.* Legal data, including records which represent or constitute the work product of an attorney, which are

related to a person seeking or receiving advocacy services.

3. Information described in subsection 2 shall not be disclosed or used by any person or agency except for purposes of administration of advocacy services, and shall not be disclosed to or used by a person or agency outside the department except upon consent of the client as evidenced by a signed release.

4. This section does not restrict the disclosure or use of information regarding the cost, purpose, number of clients served or assisted, and results of an advocacy program administered by the department, and other general and statistical information, so long as the information does not identify particular clients or persons provided with advocacy services.

88 Acts, ch 1106, § 1  
C89, § 601K.6  
C93, § 216A.6

**216A.7 through 216A.10** Reserved.

---

## SUBCHAPTER 4

### DIVISION ON THE STATUS OF WOMEN

#### 216A.51 Definitions.

For purposes of this subchapter, unless the context otherwise requires:

1. “*Administrator*” means the administrator of the division on the status of women of the department of human rights.
2. “*Commission*” means the commission on the status of women.
3. “*Division*” means the division on the status of women of the department of human rights.  
86 Acts, ch 1245, § 1221  
C87, § 601K.51  
87 Acts, ch 115, § 2  
C93, § 216A.51

#### 216A.52 Commission created.

The commission on the status of women is created, composed of thirteen members as follows:

1. Four members of the general assembly serving as ex officio nonvoting members, one to be appointed by the speaker of the house from the membership of the house, one to be appointed by the minority leader of the house from the membership of the house, one to be appointed by the president of the senate, after consultation with the majority leader of the senate, from the membership

---

## Section 5

---

of the senate, and one to be appointed by the minority leader of the senate, after consultation with the president of the senate, from the membership of the senate.

2. Nine members to be appointed by the governor representing a cross section of the citizens of the state, subject to confirmation by the senate.

No more than a simple majority of the commission shall be of the same political party. The members of the commission shall elect one of its members to serve as chairperson of the commission.

86 Acts, ch 1245, § 1222

C87, § 601K.52

88 Acts, ch 1150, §2; 90 Acts, ch 1223, § 30

C93, § 216A.52

### **216A.53 Term of office.**

Four of the members appointed to the initial commission shall be designated by the governor to serve two-year terms, and five shall be designated by the governor to serve four-year terms. The legislative members of the commission shall be appointed to four-year terms of office, two of which shall expire every two years unless sooner terminated by a commission member ceasing to be a member of the general assembly. Succeeding appointments shall be for a term of four years. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment.

86 Acts, ch 1245, § 1223

C87, § 601K.53

88 Acts, ch 1150, § 3

C93, § 216A.53

### **216A.54 Meetings of the commission.**

The commission shall meet at least six times each year, and shall hold special meetings on the call of the chairperson. The commission shall adopt rules pursuant to chapter 17A as it deems necessary for the commission and division. The members of the commission shall receive a per diem as specified in section 7E.6 and be reimbursed for actual expenses while engaged in their official duties. Legislative members of the commission shall receive payment pursuant to sections 2.10 and 2.12.

86 Acts, ch 1245, § 1224

C87, § 601K.54

88 Acts, ch 1150, §4; 90 Acts, ch 1256, § 52

C93, § 216A.54

### **216A.55 Objectives of commission.**

The commission shall study the changing needs and problems of the women of this state, and develop and recommend new programs and constructive action to

the governor and the general assembly, including but not limited to, the following areas:

1. Public and private employment policies and practices.
2. Iowa labor laws.
3. Legal treatment relating to political and civil rights.
4. The family and the employed woman.
5. Expanded programs to help women as wives, mothers, and workers.

6. Women as citizen volunteers.

7. Education.

86 Acts, ch 1245, § 1225

C87, § 601K.55

C93, § 216A.55

### **216A.56 Employees and responsibility.**

The commission shall employ other necessary employees. Pursuant to section 216A.2, the commission shall have responsibility for budgetary and personnel decisions for the commission and division. The administrator shall carry out programs and policies as determined by the commission.

86 Acts, ch 1245, § 1226

C87, § 601K.56

C93, § 216A.56

### **216A.57 Duties.**

The commission shall:

1. Serve as a clearinghouse on programs and agencies operating to assist women.
2. Conduct conferences.
3. Cooperate with governmental agencies to assist them in equalizing opportunities between men and women in employment and in expanding women's rights and opportunities.
4. Serve as the central permanent agency for the development of services for women.
5. Cooperate with public and private agencies in joint efforts to study and resolve problems relating to the status of women.

6. Publish and disseminate information relating to women and develop other educational programs.

7. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of women's status.

86 Acts, ch 1245, § 1227

C87, § 601K.57

C93, § 216A.57

### **216A.58 Additional authority.**

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.57 and

this section.

2. Hold hearings.

3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 216A.55.

4. Seek advice and counsel of informed individuals, or any agricultural, industrial, professional, labor or trade association, or civic group in the accomplishment of the objectives of the commission.

5. Accept grants of money or property from the federal government or any other source, and may upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

86 Acts, ch 1245, § 1228

C87, § 601K.58

C93, § 216A.58

### **216A.59 Access to information.**

The commission shall have access to all nonconfidential records, data, information, and statistics of all departments, boards, commissions, agencies, and institutions of this state, and upon terms which may be mutually agreed upon, have studies and research conducted.

86 Acts, ch 1245, § 1229

C87, § 601K.59

C93, § 216A.59

### **216A.60 Annual report.**

Not later than February 1 of each year the commission shall file a report with the governor and the general assembly of its proceedings for the previous calendar year, and may submit with the report such recommendations pertaining to its affairs as it deems desirous, including recommendations for legislative consideration and other action it deems necessary.

86 Acts, ch 1245, § 1230

C87, § 601K.60

C93, § 216A.60

**216A.61 through 216A.70** Reserved.

## SECTION 6: Iowa Administrative Code

Analysis, p.1

Status of Women[435]

IAC 5/19/99

### STATUS OF WOMEN DIVISION[435]

Created within the Human Rights Department [421] by Iowa Code section 601K.52  
Prior to 7/15/87, See Status of Women [800]

#### CHAPTER 1 DESCRIPTION

- 1.1(216A) Composition
- 1.2(216A) Meetings
- 1.3(216A) Purpose

#### CHAPTER 2 DUTIES

- 2.1(216A) Information
- 2.2(216A) Authority

#### CHAPTER 3 IOWA WOMEN'S HALL OF FAME

- 3.1(216A) Purpose
- 3.2(216A) Committee
- 3.3(216A) Selections procedure
- 3.4(216A) Cristine Wilson Medal for  
Equality and Justice

#### CHAPTER 4 PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

- 4.1(22) Adoption by reference
- 4.2(22) Custodian of records

#### CHAPTER 5 IOWANS IN TRANSITION

- 5.1(216A) Definitions
- 5.2(216A) Program eligibility
- 5.3(216A) Proposals
- 5.4(216A) Selection of proposals
- 5.5(216A) Appeal procedure
- 5.6(216A) Program reports

#### CHAPTER 6 Reserved

#### CHAPTER 7 DECLARATORY ORDERS

- 7.1(17A) Adoption by reference

#### CHAPTER 8 PETITIONS FOR RULE MAKING

- 8.1(17A) Adoption by reference

#### CHAPTER 9 AGENCY PROCEDURE FOR RULE MAKING

- 9.1(17A) Adoption by reference

#### CHAPTER 1 DESCRIPTION

**435—1.1(216A) Composition.** The commission on the status of women consists of nine voting members appointed by the governor subject to confirmation by the senate; and five members serving as ex officio nonvoting members: one to be appointed by the speaker of the house from the membership of the house, one to be appointed by the minority leader of the house from the membership of the house, one to be appointed by the majority leader of the senate from the membership of the senate, one to be appointed by the minority leader of the senate from the membership of the senate, and one to be the director of the department of human rights.

The chairperson is a commission member elected by the commission. The commission has an executive director who is the administrator of the division on the status of women, department of human rights.

**435—1.2(216A) Meetings.** The commission meets at least six times each year and, additionally, holds special meetings on the call of the chair. A majority of the membership constitutes a quorum.

**435—1.3(216A) Purpose.** The commission studies the changing needs and problems of women as wives, mothers, workers, and volunteers and develops and recommends new programs and constructive action to the governor and the general assembly. The commission has no enforcement powers. Each year the commission files a report of its proceedings with the governor and the general assembly. These rules are intended to implement Iowa Code sections 216A.51 to 216A.60.

[Filed without Notice 10/16/75—published 11/3/75]

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

[Filed 5/17/91, Notice 2/20/91—published 6/12/91, effective 7/17/91]

---

## Section 6

---

Ch 2, p.1

Status of Women[435]

IAC 7/15/87, 4/21/99

### CHAPTER 2 DUTIES

**435—2.1(216A) Information.** The commission gathers and distributes information through its office in the Lucas State Office Building, Des Moines, Iowa 50319.

**435—2.2(216A) Authority.** The administrator carries out the program and policies as determined by the commission. The commission holds hearings, enters into contracts, accepts grants, and seeks advice and counsel outside its membership in the performance of its duties which are to:

1. Serve as the central permanent agency for the development of services for women and act as a clearinghouse on present programs and agencies that operate to assist women.
2. Publish and disseminate information relating to women, develop educational programs, and conduct conferences.
3. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of the status of women.
4. Assist governmental agencies in equalizing and expanding opportunities and rights of women and join in efforts of public and private agencies to study and resolve problems relating to the status of women.

[Filed without Notice 10/16/75—published 11/3/75]

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

Ch 3, p.1

Status of Women[435]

IAC 7/15/87, 4/21/99

### CHAPTER 3 IOWA WOMEN'S HALL OF FAME

**435—3.1(216A) Purpose.** The purpose of the Iowa Women's Hall of Fame shall be to recognize significant achievements of Iowa women and to educate the public by identifying those whose efforts have enhanced and improved the quality of life for women in Iowa.

**435—3.2(216A) Committee.** The Hall of Fame committee shall consist of the chairperson, two other commission members and two public members.

**435—3.3(216A) Selections procedure.** The committee shall solicit nominations for the Hall of Fame. The committee shall recommend to the commission for its approval those individuals to be inducted into the Hall of Fame. The committee shall plan the ceremony and reception each year for the Hall of Fame.

**435—3.4(216A) Cristine Wilson Medal for Equality and Justice.** The Cristine Wilson Medal for Equality and Justice shall recognize the efforts and accomplishments of the commission's first chairperson. The medal is awarded on an intermittent basis to persons whose work is deemed outstanding and a significant contribution to Iowa's recognition as a state characterized by equality and justice. The Hall of Fame committee shall seek nominations from the commission and make recommendations to the commission for persons to receive this award.

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

Ch 4, p.1

Status of Women[435]

IAC 9/7/88, 4/21/99

### CHAPTER 4 PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

**435—4.1(22) Adoption by reference.** The commission adopts by reference 421—Chapter 2, Iowa Administrative Code.



---

## Section 6

---

**435—4.2(22) Custodian of records.** The custodian for the records maintained by this division is the division administrator.

These rules are intended to implement Iowa Code chapters 17A and 22 and section 216A.6.

[Filed emergency 8/19/88 after Notice 5/18/88—published 9/7/88, effective 8/19/88]

Ch 5, p.1

Status of Women[435]

IAC 5/16/01

### CHAPTER 5 IOWANS IN TRANSITION

**435—5.1(216A) Definitions.** “Iowan in transition” means an individual who is unemployed or underemployed, and who has had, or would apparently have, difficulty finding appropriate paid employment; and

1. Is a displaced homemaker who has worked principally in the home providing unpaid household services for family members, and is or has been

- Dependent on the income of another family member but is no longer supported by that income, or
- Dependent on government assistance, or
- Supported as the parent of a minor; or

2. Is a single parent; or

3. Is a female offender, or a female who has a record of criminal offense.

**435—5.2(216A) Program eligibility.** In any year in which the legislature appropriates funds, the department of human rights division on the status of women shall provide moneys for certain selected programs to provide services to Iowans in transition. The amount of money provided shall be contingent upon the amount of funds available. Programs shall include the provision of intake, assessment, planning and personal counseling services. Only nonprofit organizations or governmental units are eligible.

**435—5.3(216A) Proposals.** Agencies wishing to apply for funding shall submit a funding proposal to the division. Proposals shall contain all the information specified in the request for proposals (RFP).

**435—5.4(216A) Selection of proposals.** The division administrator shall appoint an advisory committee of no fewer than five persons. All proposals received will be evaluated by the advisory committee and the division administrator to determine which agencies will receive grants. Agencies submitting applications for continuing programs which have demonstrated both a need and the ability to effectively operate the program will be given first consideration for funds. The division administrator shall make the final decision with respect to the expenditure of funds. The applicant may be requested to modify the proposal through the contracting process. The following factors will be considered in selecting proposals:

1. The demonstrated need for the service in the program area serviced;
2. The community support demonstrated and the relationship to existing agencies;
3. The emphasis of the plan on helping clients achieve economic self-sufficiency through education, training, and job placement in conjunction with other agencies;
4. The general program structure including, but not limited to, how well goals can be met, how realistic the objectives are, the administration of funds, stability of the organization, the overall quality in comparison to other proposals and the services offered; and
5. The plan for using the funds; funds may be used for salaries, fringe benefits, contract services, job-related travel, and operational expenses.

**435—5.5(216A) Appeal procedure.** The following appeal and hearing procedure shall be used:

1. An applicant denied assistance or who wishes to file a complaint about the Iowans in transition program has ten days from the date of denial or complaint action to submit an appeal in writing to the administrator of the division on the status of women.

2. The administrator and the advisory committee will respond with a decision within ten days of receipt of the appeal or complaint.

**435—5.6(216A) Program reports.** Grantees shall submit program performance reports to the division on the status of women as prescribed in the contract.

---

## Section 6

---

These rules are intended to implement Iowa Code section 216A.52.

[Filed 5/17/91, Notice 2/20/91—published 6/12/91, effective 7/17/91]

[Filed 4/1/99, Notice 2/24/99—published 4/21/99, effective 5/26/99]

[Filed 4/27/01, Notice 3/21/01—published 5/16/01, effective 7/1/01]

### CHAPTER 6

#### MENTOR ADVISORY BOARD

Transferred to Workforce Development Department as 345—Chapter 15 in compliance with 1996 Iowa Acts, Senate File 2409, section 16, IAC Supplement 7/17/96, effective 7/1/96.

Ch. 7, p.1

Status of Women[435]

IAC 5/19/99

### CHAPTER 7

#### DECLARATORY ORDERS

**435—7.1(17A) Adoption by reference.** The commission on the status of women hereby adopts the declaratory orders segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(designate agency)”, insert “division on the status of women”.

2. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

3. In lieu of the words “(AGENCY NAME)”, insert “DIVISION ON THE STATUS OF WOMEN”.

4. In lieu of the words “\_\_\_\_\_ days (15 or less)”, insert “10 days”.

5. In lieu of the words “\_\_\_\_\_ days” in subrule 6.3(1), insert “20 days”.

6. In lieu of the words “(designate official by full title and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

7. In lieu of the words “(specify office and address)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

8. In lieu of the words “(agency name)”, insert “division on the status of women”.

9. In lieu of the words “(designate agency head)”, insert “administrator”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.

[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]

Ch 8, p.1

Status of Women[435]

IAC 5/19/99

### CHAPTER 8

#### PETITIONS FOR RULE MAKING

**435—8.1(17A) Adoption by reference.** The commission on the status of women hereby adopts the petitions for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

2. In lieu of the words “(AGENCY NAME)”, insert “DIVISION ON THE STATUS OF WOMEN”.

3. In lieu of the words “(designate official by full title and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.

[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]

---

## Section 6

---

Ch 9, p.1

Status of Women[435]

IAC 5/19/99

### CHAPTER 9 AGENCY PROCEDURE FOR RULE MAKING

**435—9.1(17A) Adoption by reference.** The commission on the status of women hereby adopts the agency procedure for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(commission, board, council, director)”, insert “administrator”.
2. In lieu of the words “(specify time period)”, insert “one year”.
3. In lieu of the words “(identify office and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
4. In lieu of the words “(designate office and telephone number)”, insert “the administrator at (515)281-4461”.
5. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
6. In lieu of the words “(specify the office and address)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
7. In lieu of the words “(agency head)”, insert “administrator”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.

[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]